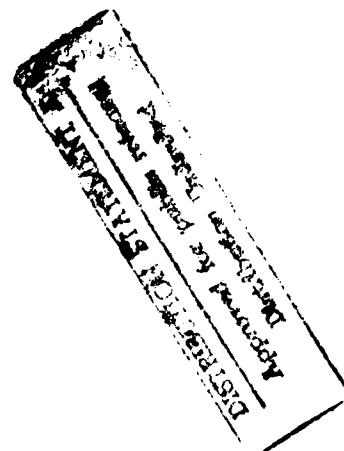


DEPARTMENT OF THE
AIR FORCE

AD-A277 388



FY 1995 BUDGET ESTIMATES
SUBMITTED TO CONGRESS FEBRUARY 1994



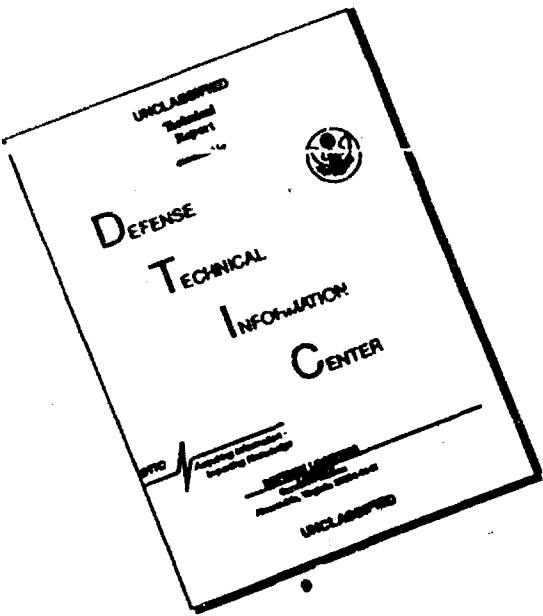
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Military Personnel, Air Force

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MILITARY PERSONNEL, AIR FORCE

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAMS

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
 (In Thousands of Dollars)

	FY 1993 <u>Actual</u>	FY 1994 <u>Estimate</u>	FY 1995 <u>Estimate</u>
Direct Program			
Pay and Allowances of Officers	6,084,595	5,410,487	5,745,277
Pay and Allowances of Enlisted	10,314,214	8,868,953	9,744,758
Pay and Allowances of Cadets	36,493	36,038	35,793
Subsistence of Enlisted Personnel	745,351	729,134	685,005
Permanent Change of Station Travel	971,199	803,338	905,493
Other Military Personnel Programs	123,211	80,080	102,253
TOTAL DIRECT PROGRAM	18,275,063	15,928,030	17,218,579
Reimbursable Program			
Pay and Allowances of Officers	304,734	651,205	188,339
Pay and Allowances of Enlisted	775,381	1,405,903	445,196
Permanent Change of Station Travel	49,454	107,280	31,924
TOTAL REIMBURSABLE PROGRAM	1,129,569	2,164,388	665,459
Total Program			
Pay and Allowances of Officers	6,389,329	6,061,692	5,933,616
Pay and Allowances of Enlisted	11,089,595	10,274,856	10,189,954
Pay and Allowances of Cadets	36,493	36,038	35,793
Subsistence of Enlisted Personnel	745,351	729,134	685,005
Permanent Change of Station Travel	1,020,653	910,618	937,417
Other Military Personnel Programs	123,211	80,080	102,253
TOTAL PROGRAM	19,404,632	18,092,418	17,884,038

INTRODUCTORY STATEMENT

SECTION 2

SECTION 2 INTRODUCTORY STATEMENT

The Military Personnel Appropriation, Air Force, provides financial resources to compensate active military personnel required to support the approved force structure. The Appropriation also includes funds for retired pay accrual, unemployment compensation and social security benefits for widows and orphans of military personnel. These entitlements were approved by Congress and enacted via Public Law.

The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets; Subsistence of Enlisted Personnel; Permanent Change of Station Travel (PCS); and Other Military Personnel costs. Retired pay accrual is reflected in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation and social security benefits are under Other Military Personnel Costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the inventory of officers, enlisted personnel and cadets with the associated workyears. This management overview encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, BAS, PCS travel and other related personnel issues and requirements.

The Air Force has planned a reduction of 44,300 in programmed end-strength from 444,351 to 400,051 between FY 1993 and FY 1995 in the FY 1995 President's Budget Request. Most of the reduction is attributable to force structure drawdown, Congressionally approved base closures, reduced infrastructure and overhead, and management improvements. This brings our military end-strength to its lowest level in more than 40 years.

The Air Force continues significant use of the authorized voluntary separation incentive (VSI), special separation benefit (SSB), and 15 year retirement programs which are reflected in the budget request in order to avoid involuntary separations and to shape the force while achieving force reductions. The budget includes total funding requirements for SSB and 15 year retirement in FY 1993 through FY 1995. For VSI, specific amounts are identified for initial payments as well as all annuity payments which are funded in the VSI Trust Fund. The 15 year retirement program requires the specified portion between the fifteenth year and the twentieth year be obligated in the fiscal year of retirement.

This budget reflects the latest Board of Actuaries approved economic assumptions for FY 1995.

FISCAL YEAR 1993

The Fiscal Year 1993 column, FY 1995 President's Budget Request reflects the total Congressional appropriation of \$19,404,632 (including \$53,000 for Hurricane Andrew) with an end-strength of 444,351 and 455,243 workyears.

FISCAL YEAR 1994

The Fiscal Year 1994 column, FY 1995 President's Budget Request reflects the following actions:

- (a) **Fiscal Year 1994 End-Strength and Associated Workyears.** The FY 1994 end-strength is 425,700 with 437,223 workyears.
- (b) **Fiscal Year 1994 Funding Level.** The FY 1994 estimate is \$18,092,418. This amount includes \$105,000 as an anticipated reprogramming from AF O&M customer accounts for the transfer of C-130s from the DBOF-T to Air Combat Command, effective 1 October 1993. This does not include funds for the proposed contingency operations supplemental. There is a Congressional reduction of \$80 million dollars in the Retired Pay Accrual subactivity. We reflect this requirement in our budget submission in anticipation of a Fiscal Year 1994 reprogramming action.
- (c) **Retired Pay Accrual.** The normal cost percentage for FY 1994 is 36 percent of basic pay. Current estimate indicates a reprogramming of \$80M from outside Air Force Military Personnel will be required.
- (d) **Pay Raise.** The pay raise for FY 1994 is 2.2 percent.
- (e) **Inflation.** The economic assumption for inflation for FY 1994 is 2.5 percent.

FISCAL YEAR 1995

The Fiscal Year 1995 column, FY 1995 President's Budget Request reflects the following actions:

(a) Fiscal Year 1995 End-Strength and Associated Workyears. The FY 1995 end-strength is projected to be 400,051 with 413,263 workyears.

(b) Fiscal Year 1995 Funding Level. The FY 1995 budget estimate is \$17,884,038.

(c) Retired Pay Accrual. The normal cost percentage for FY 1995 is 35.5 percent of basic pay.

(d) Pay Raise. The pay raise for FY 1995 is 1.6 percent.

(e) Inflation. The economic assumption for inflation for FY 1995 is 2.8 percent.

SECTION 3

SUMMARY TABLES

SECTION 3
SUMMARY OF MILITARY PERSONNEL STRENGTHS

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate	
	Work Years	End Strengths	Work Years	End Strengths
Direct Program				
Officers	81,557	80,434	76,711	73,688
Enlisted	341,578	334,703	317,790	298,679
Cadets	4,140	4,152	4,079	4,100
Total Direct Program	427,275	419,289	398,580	376,467
Reimbursable Program				
Officers	4,618	3,639	6,082	7,188
Enlisted	23,350	21,423	32,561	42,045
Cadets	0	0	0	0
Total Reimbursable Program	27,968	25,062	38,643	49,233
Total Program				
Officers	86,175	84,073	82,793	80,876
Enlisted	364,928	356,126	350,351	340,724
Cadets	4,140	4,152	4,079	4,100
TOTAL PROGRAM	455,243	444,351	437,223	425,700

**MILITARY PERSONNEL, AIR FORCE
END STRENGTH BY GRADE
(TOTAL PROGRAM)**

COMMISSIONED OFFICERS		FY 1993		FY 1994		FY 1995	
		REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL
0-10 GENERAL	11	0	10	0	10	0	0
0-9 LT GENERAL	34	0	35	0	32	0	0
0-8 MAJOR GENERAL	101	0	97	0	93	0	0
0-7 BRIG GENERAL	151	13	144	26	138	6	6
0-6 COLONEL	4,351	182	4,266	360	4,138	105	105
0-5 LT COLONEL	11,181	483	10,873	955	10,680	290	290
0-4 MAJOR	16,758	727	16,292	1,437	15,985	413	413
0-3 CAPTAIN	37,181	1,618	34,557	3,193	32,008	1,286	1,286
0-2 1ST LIEUTENANT	7,270	616	8,340	1,217	8,350	679	679
0-1 2ND LIEUTENANT	7,035	0	6,262	0	6,306	0	0
TOTAL	84,073	3,639	80,876	7,188	77,740	2,779	2,779
<u>ENLISTED PERSONNEL</u>							
E-9 CHIEF MASTER SERGEANT	3,613	159	3,407	311	3,183	148	148
E-8 SENIOR MASTER SERGEANT	7,284	373	6,814	732	6,366	312	312
E-7 MASTER SERGEANT	36,753	1,793	36,000	3,519	33,600	1,535	1,535
E-6 TECHNICAL SERGEANT	52,322	2,764	47,500	5,424	41,100	2,375	2,375
E-5 STAFF SERGEANT	81,592	5,504	80,000	10,800	76,200	4,711	4,711
E-4 SERGEANT	96,597	6,147	89,500	12,068	84,300	5,139	5,139
E-3 AIRMAN FIRST CLASS	45,958	4,683	43,340	9,191	35,668	3,675	3,675
E-2 AIRMAN	20,652	0	19,794	0	22,144	0	0
E-1 AIRMAN BASIC	11,355	0	14,369	0	15,750	0	0
TOTAL	356,126	21,423	340,724	42,045	318,311	17,895	17,895
CADETS	4,152	0	4,100	0	4,000	0	0
TOTAL END STRENGTH	444,351	25,062	425,700	49,233	400,051	20,674	9

**MILITARY PERSONNEL, AIR FORCE
AVERAGE STRENGTH BY GRADE
(TOTAL PROGRAM)**

<u>COMMISSIONED OFFICERS</u>	FY 1993		FY 1994		FY 1995	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>
0-10 GENERAL	11	0	11	0	11	0
0-9 LT GENERAL	34	0	34	0	34	0
0-8 MAJOR GENERAL	108	0	102	0	98	0
0-7 BRIG GENERAL	154	16	151	22	140	12
0-6 COLONEL	4,542	231	4,421	305	4,236	214
0-5 LT COLONEL	11,716	613	10,941	808	11,226	590
0-4 MAJOR	17,161	923	16,780	1,216	16,495	841
0-3 CAPTAIN	37,563	2,053	35,963	2,701	33,304	2,613
0-2 1ST LIEUTENANT	8,303	782	8,173	1,030	8,473	1,381
0-1 2ND LIEUTENANT	6,583	0	6,217	0	6,376	0
TOTAL	86,175	4,618	82,793	6,082	80,393	5,651
<u>ENLISTED PERSONNEL</u>						
E-9 CHIEF MASTER SERGEANT	3,878	173	3,600	241	3,291	255
E-8 SENIOR MASTER SERGEANT	7,736	406	7,217	567	6,610	537
E-7 MASTER SERGEANT	37,560	1,954	36,637	2,725	34,986	2,642
E-6 TECHNICAL SERGEANT	53,881	3,012	50,900	4,200	44,310	4,087
E-5 STAFF SERGEANT	82,416	5,998	82,837	8,365	78,008	8,107
E-4 SERGEANT	99,938	6,703	92,884	9,345	83,829	8,844
E-3 AIRMAN FIRST CLASS	46,250	5,104	47,238	7,118	41,694	6,324
E-2 AIRMAN	20,911	0	17,723	0	21,320	0
E-1 AIRMAN BASIC	12,358	0	11,315	0	14,811	0
TOTAL	364,928	23,350	350,²51	32,561	328,859	30,796
<u>CADETS</u>	4,140	0	4,079	0	4,011	0
TOTAL WORKYEARS	455,243	27,968	437,223	38,643	413,263	36,447

MILITARY PERSONNEL, AIR FORCE
 ACTIVE DUTY STRENGTHS BY MONTHS
 (IN THOUSANDS)

	FY 1993			FY 1994			FY 1995					
	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Total</u>	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Total</u>	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Total</u>
September	90.4	375.7	4.3	470.4	84.1	356.1	4.2	444.4	80.9	340.7	4.1	425.7
October	89.6	372.5	4.2	466.3	82.5	354.1	4.1	440.7	80.3	336.2	4.1	420.6
November	89.2	370.0	4.2	463.4	82.4	352.5	4.1	439.0	80.3	334.1	4.1	418.5
December	88.5	366.5	4.2	459.2	82.2	351.4	4.1	437.7	80.2	332.2	4.0	416.4
January	85.3	362.9	4.2	452.4	81.5	350.5	4.1	436.1	79.9	330.4	4.0	414.3
February	84.4	362.1	4.2	450.7	81.4	343.6	4.0	435.0	79.9	329.4	4.0	413.3
March	84.3	361.8	4.1	450.2	81.4	349.3	4.0	434.7	79.9	328.2	4.0	412.1
April	84.2	361.3	4.1	449.6	81.4	348.2	4.0	433.6	79.9	327.3	3.9	411.1
May	84.1	360.5	4.1	448.7	81.4	347.0	4.0	432.4	80.9	326.3	2.9	410.1
June	85.0	359.7	3.2	447.9	82.5	345.7	2.9	431.1	80.1	325.4	4.2	409.7
July	84.6	358.2	4.3	447.1	82.3	344.1	4.2	430.6	78.9	319.9	4.1	402.9
August	84.2	357.4	4.2	445.8	82.0	343.2	4.1	429.3	78.5	319.3	4.0	401.8
September	84.1	356.1	4.2	444.1	80.9	340.7	4.1	425.7	77.7	318.3	4.0	400.0
Workyears	86.2	364.9	4.1	455.2	82.8	350.4	4.1	437.3	80.4	328.9	4.0	413.3

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

	OFFICERS	FY 1994 <u>Projected</u> <u>84,073</u>	FY 1995 <u>Projected</u> <u>80,876</u>
BEGINNING STRENGTH			
GAINS (BY SOURCE):			
SERVICE ACADEMIES	956	1,008	1,014
ROTC	2,258	1,731	1,945
HEALTH PROFESSIONS SCHOLARSHIPS	375	469	412
OFFICER TRAINING SCHOOL	368	655	574
OTHER*	803	1,012	1,055
GAIN ADJUSTMENTS	0	0	0
TOTAL GAINS	4,760	4,875	5,000
LOSSES (BY TYPE):			
VOLUNTARY SEPARATIONS	1,937	1,812	2,368
RETIREMENT	4,184	4,195	3,018
INVOLUNTARY SEPARATION	162	422	578
WITH PAY	110	380	530
WITHOUT PAY	52	42	48
VSI/SSB	2,869	140	451
15 YR RETIREMENT	40	1,138	1,356
REDUCTION IN FORCE	1,537	0	0
OTHER LOSSES**	320	365	365
LOSS ADJUSTMENT	14	0	0
TOTAL LOSSES	11,063	8,072	8,136
TOTAL	84,073	80,876	77,740

*Other gains include Reserve Recall, Direct Appointments, and Surgeon General Enlisted Commissioning.

**Other losses includes deaths, pregnancies, and miscellaneous attrition.

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

	ENLISTED	FY 1993 Actual 375,684	FY 1994 Projected 356,126	FY 1995 Projected 340,724
BEGINNING STRENGTH				
GAINS (BY SOURCE):				
NON PRIOR SERVICE ENLISTMENTS	31,500	30,000	31,500	
MALE	24,485	23,586	24,885	
FEMALE	7,015	6,414	6,615	
PRIOR SERVICE ENLISTMENTS	100	58	50	
REENLISTMENTS	55,876	54,790	53,097	
RESERVES	19	88	100	
OFFICER CANDIDATE PROGRAMS	222	651	474	
OTHER	196	250	250	
GAIN ADJUSTMENTS	752	770	600	
TOTAL GAINS	88,665	86,607	86,071	
LOSSES (BY TYPE):				
ETS	14,398	15,222	12,396	
PROGRAMMED EARLY RELEASE	0	0	0	
VSI/SSB	9,255	562	10,985	
15 YR RETIREMENT	15	4,031	5,644	
TO COMMISSIONED OFFICER	459	616	574	
REENLISTMENTS	55,876	54,790	53,097	
RETIREMENT	12,091	11,394	10,447	
ATTRITION	15,975	15,394	15,341	
OTHER	0	0	0	
LOSS ADJUSTMENT	154	0	0	
TOTAL LOSSES	108,223	102,009	108,484	
TOTAL	356,126	340,724	318,311	

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

CADETS

	FY 1993 Actual <u>4,255</u>	FY 1994 Projected <u>4,152</u>	FY 1995 Projected <u>4,100</u>
BEGINNING STRENGTH			
GAINS:	1,199	1,368	1,339
LOSSES:	1,302	1,420	1,439
GRADUATES	967	1,023	1,031
ATTRITION	335	397	408
TOTAL	4,152	4,100	4,000

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

FY 93				FY 94				FY 95			
<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>			
3,335,358	6,166,789	9,502,147	3,289,194	5,916,968	9,206,162	3,233,822	5,715,545	8,949,367			
1,214,070	2,244,711	3,458,781	1,184,110	2,130,108	3,314,218	1,148,007	2,029,018	3,177,025			
455,373	842,684	1,298,057	446,507	823,461	1,269,968	442,675	765,422	1,208,097			
348,716	693,295	1,042,011	341,144	682,229	1,023,373	338,335	626,342	964,677			
106,315	140,599	246,914	105,039	132,916	237,955	104,023	130,697	234,720			
C. Partial	321	7,119	7,440	302	6,654	6,956	295	6,847			
D. Inadequate	21	1,671	1,692	22	1,662	1,684	22	1,536			
4. Variable Housing Allowance	100,711	165,133	265,844	99,502	160,830	260,332	98,952	146,183			
5. Basic Allowance for Subsistence	142,189	747,351	889,540	140,774	729,134	869,908	139,273	685,005			
A. Auth to Mess Separately	142,189	597,242	739,431	140,774	585,410	726,184	139,273	550,052			
B. Leave Rations	N/A	64,293	64,293	N/A	62,404	62,404	N/A	58,633			
C. Rations-In-Kind Not Avail	N/A	85,547	85,547	N/A	81,095	81,095	N/A	76,169			
D. Aug for Separate Meals	N/A	269	269	N/A	225	225	N/A	151			
6. Incentive Pay, Hazardous Duty, and Aviation Career	228,860	23,145	252,005	207,590	22,491	230,081	186,554	21,810			
A. Flying Duty Pay	228,095	18,211	246,306	206,847	17,557	224,404	185,827	16,876			
1. Aviation Career, Officer	154,182	N/A	154,182	143,673	N/A	143,673	135,899	N/A			
2. Crew Members, Enlisted	N/A	17,808	17,808	N/A	17,095	17,095	N/A	16,414			
3. Noncrew Member	180	403	583	173	462	635	169	462			
4. AWACS Weapons Controller	1,137	N/A	1,137	1,296	N/A	1,296	1,268	N/A			
5. Crew Members, Nonrated	2,101	N/A	2,101	2,095	N/A	2,095	2,081	N/A			
6. Aviator Continuation Pay	70,495	N/A	70,495	59,610	N/A	59,610	46,410	N/A			
B. Parachute Jumping Pay	277	496	773	271	496	767	265	496			
C. Demolition Pay	57	1,490	1,547	55	1,490	1,545	54	1,490			
D. Other Pays	387	1,915	2,302	372	1,915	2,287	364	1,915			
E. Toxic Fuels/Live Biological	44	1,033	1,077	45	1,033	1,078	44	1,033			

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

	<u>FY 93</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>FY 94</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>FY 95</u>	<u>ENLISTED</u>	<u>TOTAL</u>
	<u>OFFICER</u>	<u>80,557</u>	<u>236,813</u>	<u>OFFICER</u>	<u>172,399</u>	<u>81,908</u>	<u>OFFICER</u>	<u>169,206</u>	<u>79,653</u>
7. Special Pays									
A. Physicians	133,622	N/A	133,622	148,226	N/A	148,226	145,354	N/A	145,354
B. Dentists	13,370	N/A	13,370	13,233	N/A	13,233	13,088	N/A	13,088
C. Optometrists	242	N/A	242	245	N/A	245	245	N/A	245
D. Veterinarians	9	N/A	9	9	N/A	9	9	N/A	9
E. Sea and Foreign Duty, Total									
1. Sea Duty	N/A	10	10	N/A	10	10	N/A	10	10
2. Duty at Certain Places	N/A	5,324	5,324	N/A	4,563	4,563	N/A	4,187	4,187
F. Diving Duty Pay/Hostile Fire	5,549	23,882	29,431	5,348	22,652	28,000	5,154	18,688	23,842
G. Selective Reenlistment Bonus	N/A	35,779	35,779	N/A	37,359	37,359	N/A	37,551	37,551
H. Special Duty Assignment Pay	N/A	11,051	11,051	N/A	12,471	12,471	N/A	14,541	14,541
I. Enlistment Bonus	N/A	1,192	1,192	N/A	1,356	1,356	N/A	1,221	1,221
J. Overseas Extension Pay	N/A	869	869	N/A	826	826	N/A	784	784
K. Nurses Bonus	2,471	N/A	2,471	4,047	N/A	4,047	4,173	N/A	4,173
L. Foreign Language Pro Pay	993	2,450	3,443	1,291	2,671	3,962	1,183	2,671	3,854
8. Allowances	100,964	506,492	607,456	95,450	458,587	554,037	91,450	427,482	518,932
A. Uniform or Clothing Allowances	1,701	120,163	121,864	1,738	105,627	107,365	1,776	104,478	106,254
1. Initial Issue	1,225	29,107	30,332	1,250	27,602	28,852	1,276	29,282	30,558
a. Military	952	26,278	27,230	975	24,790	25,765	1,000	26,507	27,507
b. Civilian	273	2,829	3,102	275	2,812	3,087	276	2,775	3,051
2. Additional	476	N/A	476	488	N/A	488	500	N/A	500
3. Basic Maintenance	N/A	11,559	11,559	N/A	13,263	13,263	N/A	13,783	13,783
4. Standard Maintenance	N/A	78,140	78,140	N/A	63,435	63,435	N/A	60,124	60,124
5. Supplemental	N/A	1,357	1,357	N/A	1,327	1,327	N/A	1,289	1,289

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

	FY 93			FY 94			FY 95		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
B. Station Allowance Overseas	96,792	372,344	469,136	91,541	339,596	431,137	87,574	310,146	397,720
1. Cost-of-Living	59,739	236,824	296,563	56,823	212,216	269,039	54,423	198,493	252,916
2. Housing	26,014	88,037	114,051	24,543	82,949	107,492	23,697	73,735	97,432
3. Temporary Lodging	9,635	40,483	50,118	8,899	37,835	46,734	8,222	32,193	40,415
4. Moving-In Housing Allowance	1,404	7,000	8,404	1,276	6,596	7,872	1,232	5,725	6,957
C. Family Separation Allowance	2,427	13,985	16,412	2,128	13,364	15,492	2,057	12,858	14,915
1. On PCS, No Gov't Quarters	556	3,196	3,752	538	3,006	3,544	546	2,915	3,461
2. On PCS, Dependents Not Auth	523	5,386	5,909	513	5,171	5,684	489	4,964	5,453
3. On TDY	1,348	5,403	6,751	1,077	5,187	6,264	1,022	4,979	6,001
D. General and Flag Off. Personal	44	N/A	44	43	N/A	43	43	N/A	43
9. Separation Payments	360,685	506,294	866,979	138,453	154,082	292,535	145,317	502,585	647,902
A. Terminal Leave Payments	52,830	42,230	95,060	45,315	35,226	80,541	33,284	42,169	75,453
B. Severance Pay, Disability	909	7,619	8,528	1,042	6,890	7,932	1,063	6,993	8,056
C. Severence Pay, Non-Promotion/ Unfitness	4,562	N/A	4,562	18,154	N/A	18,154	26,982	N/A	26,982
D. Severence Pay, Invol Half (5%)	0	2,175	2,175	19	3,867	3,886	20	3,929	3,949
E. Severence Pay, Invol Full (10%)	31,730	4,197	35,927	1,583	12,373	13,956	1,058	3,143	4,201
F. Severence Pay, VSI	18,527	11,075	29,602	0	0	0	0	0	0
G. Severence Pay, SSB	65,069	232,391	297,460	4,283	23,144	27,427	13,794	274,444	288,238
H. VSI Trust Fund	185,100	206,300	391,400	0	0	0	0	0	0
I. 15 Year Retirement	1,958	307	2,265	68,057	72,582	140,639	69,116	171,907	241,023
10. Social Security Tax Payments	294,863	553,790	848,653	287,713	526,421	814,134	278,360	502,255	780,615
11. PCS Travel	339,885	680,768	1,020,653	289,041	621,578	910,619	264,732	672,685	937,417

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

	FY 93			FY 94			FY 95		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
12. Other Mil Personnel Costs	797	122,414	123,211	885	79,195	80,080	1,677	100,576	102,253
A. Apprehension of Deserters	N/A	98	98	N/A	100	100	N/A	100	100
B. Unemployment Benefits	N/A	110,681	110,681	N/A	68,640	68,640	N/A	84,063	84,063
C. Interest on USSDP (MIA)	116	184	300	116	184	300	116	184	300
D. Death Gratuities	216	1,056	1,272	240	1,200	1,440	240	1,200	1,440
E. Survivor Benefits	N/A	9,930	9,930	N/A	8,500	8,500	N/A	9,000	9,000
F. Adoption Program	309	427	736	336	464	800	336	464	800
G. Allow for Qtrs Surv Dep	156	38	194	160	40	200	160	40	200
H. All Vol Ed Ast Prog	N/A	N/A	N/A	33	67	100	825	5,525	6,350
13. Cadets	36,493	N/A	36,493	36,038	N/A	36,038	35,793	N/A	35,793
Total All Military Personnel Appropriations Request	6,766,504	12,640,128	19,406,632	6,387,656	11,704,763	18,092,419	6,235,818	11,648,219	17,884,037
14. Less Reimbursables (Retired Pay Accrual) (Other)	314,624	814,945	1,129,569	672,661	1,491,727	2,164,388	194,724	470,735	665,459
-61,214	-166,777	-227,991	-130,508	-299,975	-430,483	-37,091	-93,101	-130,192	
-253,410	-648,168	-901,578	-542,153	-1,191,752	-1,733,905	-157,633	-377,634	-535,267	
15. Anticipated Reprogramming *				28,000	52,000	80,000			
TOTAL DIRECT MILITARY PERSONNEL APPROPRIATIONS REQUEST	6,451,880	11,825,183	18,277,063	5,742,995	10,265,036	16,008,031	6,041,094	11,177,484	17,218,578

* Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1994
(In Thousands of Dollars)

	<u>FY 1994 COLUMN</u>	<u>CONGRESSIONAL ACTION</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PAY INCREASE COSTS</u>	<u>OTHER PRICE/ PROGRAM CHANGES</u>	<u>REVISED FY 1994 COLUMN</u>	<u>FY 1995 REQUEST</u>
PAY AND ALLOWANCES OF OFFICERS									
Basic Pay	3,244,158	47,875	3,292,033	(2,839)	3,289,194			3,289,194	
Retired Pay, Accrual	1,167,897	(10,764)	1,157,133	54,977	1,212,110			1,212,110	
Incentive Pay	213,419	(500)	212,919	(5,329)	207,590			207,590	
Special Pay	158,741	158,741	13,701	172,442				172,442	
Basic Allowance for Quarters	450,644	6,871	457,515	(11,008)	446,507			446,507	
Variable Housing Allowance	101,306	2,185	101,306	(1,804)	99,502			99,502	
Basic Allowance for Subsistence	139,424		141,609	(835)	140,774			140,774	
Station Allowances Overseas	95,618		95,618	(4,077)	91,541			91,541	
Uniform Allowances	1,747		1,747	(9)	1,738			1,738	
Family Separation Allowances	2,156		2,156	(28)	2,128			2,128	
Separation Payments	123,805	2,121	125,926	12,527	138,453			138,453	
Social Security Tax-Employer's Contribution	288,593	3,609	292,202	(4,489)	287,713			287,713	
Reimbursables	(628,418)		(628,418)		(628,418)			(651,205)	
Total Obligations	5,987,508	51,397	6,038,905	50,787	6,089,692	0	6,089,692	0	6,089,692
Less Reimbursements	(628,418)	0	(628,418)	0	(628,418)	(22,787)	(651,205)	(22,787)	(651,205)
Anticipated Reprogramming *						(28,000)	(28,000)	(28,000)	(28,000)
TOTAL DIRECT OBLIGATIONS	5,359,090	51,397	5,410,487	22,787	5,433,274	(22,787)	(22,787)	(22,787)	5,410,487

Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1994
(In Thousands of Dollars)

	FY 1994 COLUMN FY 94 PRESIDENTS BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY INCREASE COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED
								FY 1994 COLUMN
								FY 1995
								REQUEST
PAY AND ALLOWANCES OF ENLISTED								
Basic Pay	5,984,650		117,093	6,101,743		(184,775)	5,916,968	5,916,968
Retired Pay Accrual	2,154,475		(9,846)	2,144,629		37,479	2,182,108	2,182,108
Incentive Pay	23,262			23,262		(771)	22,491	22,491
Special Pay	29,901			29,901		821	30,722	30,722
Special Duty Assignment Pay	12,471			12,471		0	12,471	12,471
Reenlistment Bonus	37,360			37,360		(1)	37,359	37,359
Enlistment Bonus	1,356			1,356		0	1,356	1,356
Basic Allowance for Quarters	834,626		15,254	849,880		(26,419)	823,461	823,461
Station Allowances Overseas	325,371			325,371		14,225	339,596	339,596
Clothing Allowance	105,895			105,895		(268)	105,627	105,627
Family Separation Allowances	12,786			12,786		578	13,364	13,364
Separation Payments	179,591			179,591		(25,509)	154,082	154,082
Variable Housing Allowance	160,361			160,361		469	160,830	160,830
Social Security Tax-Employer's Contribution	526,226		10,223	536,449		(10,028)	526,421	526,421
Reimbursables	(1,757,102)			(1,757,102)		(1,757,102)	351,199	(1,405,903)
Total Obligations	10,388,331		132,724	10,521,055		(194,199)	10,326,856	0
Less Reimbursements	(1,757,102)		0	(1,757,102)		0	(1,757,102)	351,199
Anticipated Reprogramming*						(52,000)	(52,000)	(52,000)
TOTAL DIRECT OBLIGATIONS	8,631,229		132,724	8,763,953		(246,199)	8,517,754	351,199
Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual								
PAY AND ALLOWANCES OF CADETS								
Academy Cadets	36,038						36,038	36,038
TOTAL DIRECT OBLIGATIONS	36,038		0	36,038		0	36,038	36,038

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1994
(In Thousands of Dollars)

	<u>FY 1994 COLUMN FY 94 PRESIDENT'S BUDGET</u>	<u>CONGRESSIONAL ACTION</u>	<u>AVAILABLE APPROPRIATION</u>	<u>INTERNAL REALIGNMENT REPROGRAMMING</u>	<u>SUBTOTAL</u>	<u>PAY INCREASE COSTS</u>	<u>OTHER PRICE/ PROGRAM CHANGES</u>	<u>REVISED FY 1994 COLUMN FY 1995 REQUEST</u>
							<u>REVISED FY 1994 COLUMN FY 1995 REQUEST</u>	
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>	710,686		18,448		729,134			729,134
Basic Allowance for Subsistence					0			0
<u>TOTAL DIRECT OBLIGATIONS</u>	<u>710,686</u>		<u>18,448</u>		<u>729,134</u>			<u>729,134</u>
 <u>PERMANENT CHANGE OF STATION TRAVEL</u>								
Accession Travel	40,969		40,969		(1,193)		39,776	
Training Travel	26,937		167		11,687		38,791	
Operational Travel	164,971		(2,388)		(6,961)		155,622	
Rotational Travel	492,693		(5,640)		(16,976)		470,077	
Separation Travel	99,767				(5,196)		94,571	
Travel of Organized Units	33,967		(599)		5,621		38,989	
Nontemporary Storage	22,589		(230)		(315)		22,044	
Temporary Lodging Expense	18,513		(478)		14,849		32,884	
VSISSB/15 Yr Retirement Reimbursables	16,214 (104,113)				1,650 (104,113)		17,864 (107,280)	
<u>Total Obligations</u>	<u>916,620</u>		<u>(9,168)</u>		<u>907,452</u>		<u>3,166</u>	<u>910,618</u>
Less Reimbursements	(104,113)		0		(104,113)		0	(107,280)
<u>TOTAL DIRECT OBLIGATIONS</u>	<u>812,507</u>		<u>(9,168)</u>		<u>803,339</u>		<u>3,166</u>	<u>803,338</u>

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE**
FY 1994
(In Thousands of Dollars)

FY 1994 COLUMN FY 94		PRESIDENT'S BUDGET		CONGRESSIONAL ACTION		AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY INCREASE COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1994 COLUMN FY 1995 REQUEST
OTHER MILITARY PERSONNEL COSTS											
Apprehension of Military Deserters, Absentees and Escaped Military											
Prisoners	103					103	(3)	100		100	
Death Gratuities	2,646					2,646	(1,206)	1,440		1,440	
Interest on Uniform Svcs Savings	35					35	265	300		300	
Unemployment Benefits	64,695					64,695	3,945	68,640		68,640	
Survivor Benefits	11,600					11,600	(3,100)	8,500		8,500	
Adoption	1,000					1,000	(200)	800		800	
Education Assistance Prg	1					1	99	100		100	
Allow for Qtrs to Surv Dep	0					0	200	200		200	
TOTAL DIRECT OBLIGATIONS	80,080					80,080		80,080		80,080	
TOTAL OBLIGATIONS	18,119,263					193,401	18,312,664	(140,246)	18,172,418	0	18,172,418
LESS REIMBURSEMENTS	(2,499,633)					0	(2,489,633)	0	(2,489,633)	325,245	(2,164,388)
Anticipated Reprogramming*											(80,000)
DIRECT OBLIGATIONS	15,669,630					193,401	15,823,031	(220,246)	15,602,785	325,245	15,928,030

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
 (In Thousands of Dollars)

Total Military Personnel, Air Force Appropriation

FY 1994 Military Personnel, Air Force Direct Program Request.....	\$15,823,000
Anticipated Reprogramming resulting from Congressional Mark against Retired Pay Accrual.....	80,000
-C-130 DBOF-T to ACC Transfer.....	105,000
 Increases:	
Reimbursables.....	1,498,929
- Decrease in reimbursables is a increase in direct	
Separation Pay.....	355,367
- 15 Year Retirement	97,975
- Increase in voluntary separations - SSB	254,616
- Increase in involuntary separations and disability	-743
- Increase in lump sum terminal leave (LSTL) payments	-7,091
- 1 Jan 95 1.6 percent pay raise	7,287
- Annualization of 1 Jan 94 2.2 percent pay raise	3,323
Permanent Change of Station (PCS).....	26,799
- Inflation	14,197
- Program/Move Changes	7,325
- Industrial Rate Increase	3,675
- Temporary Lodging Expense	1,894
- 1 Jan 95 1.6 percent pay raise	1,321
- Nontemporary storage	-1,613
Unemployment Compensation.....	15,423

Montgomery GI Bill.....	6,250
Survivor Benefits.....	500
Total Increases.....	2,088,268
 Decreases:	
 Clothing Allowance.....	-1,110
 - Increase in payments	2,238
- Replacement/supplemental payments	-3,348
 Overseas Station Allowance.....	-33,417
 - Increase in rates	17,762
- Decrease in workyears	-51,179
 Social Security	-33,750
 - 1 Jan 95 1.6 percent pay raise	8,796
- Annualization of 1 Jan 94 2.2 percent pay raise	4,010
- Wage Credit Reduction	-13,270
- Decrease in workyears	-33,286
 Special Pay.....	-42,939
 - Increase in Special Duty Assignment Pay	2,070
- Selective Reenlistment Bonus (SRB)	192
- Enlistment Bonus	-135
- Family Separation Allowance	-577
- Special Pay	-7,575
- Variable Housing Allowance	-15,197
- Incentive Pay	-21,717

-45,514

Basic Allowance for Subsistence.....

- 1 Jan 95 1.6 percent pay raise
- Annualization of 1 Jan 94 2.2 percent pay raise
- Rate increase for Cadets
- Decrease in workyears

9,834
4,532
234
-60,114

-61,871

Basic Allowance for Quarters.....

- 1 Jan 95 1.6 percent pay raise
- Annualization of 1 Jan 94 2.2 percent pay raise
- Decrease in workyears

14,325
6,530
-82,726

-217,193

Retired Pay Accrual.....

- 1 Jan 95 1.6 percent pay raise
- Annualization of 1 Jan 94 2.2 percent pay raise
- Decrease in workyears
- Congressional reduction

37,673
17,172
-192,038
-80,000

-256,925

Basic Pay.....

- 1 Jan 95 1.6 percent pay raise
- Annualization of 1 Jan 94 2.2 percent pay raise
- Decrease in workyears

106,433
48,372
-411,730

-692,719

Total Decreases.....

FY 1995 Military Personnel, Air Force Direct Program..... \$17,218,579

SECTION 4

DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

PAY & ALLOWANCES OF OFFICERS

MILITARY PERSONNEL, AIR FORCE
 SCHEDULE OF INCREASES AND DECREASES
 (In Thousands of Dollars)

1. Pay and Allowances of Officers

FY 1994 Military Personnel Air Force Appropriated	.....	\$5,410,487
Plus Anticipated Reprogramming resulting from Congressional Mark against Retired Pay Accrual	.....	28,000
Increases:		
Reimbursements	.....	462,866
- Decrease causes increase in direct program	462,866	
Separation Pay	.....	6,884
- Voluntary Separations (SSB)	9,412	
- Involuntary Separations and Disability	8,325	
- 1 Jan 95 1.6 percent pay raise	1,328	
- 15 year retirement	1,059	
- Annualization of 1 Jan 94 2.2 percent pay raise	606	
- Decrease in lump sum terminal leave payments	(13,866)	
Clothing Allowance	.....	38
- Increase in payments	38	
Total Increases	.....	469,768

Decreases:

Family Separation Allowance.....	(71)	(71)
- Decrease in workyears		
Variable Housing Allowance.....	(71)	(550)
- Increase in rates	2,620	
- Decrease in workyears	(3,170)	
Basic Allowance for Subsistence.....		(1,501)
- 1 Jan 95 1.6 percent pay raise	1,679	
- Annualization of 1 Jan 94 2.2 percent pay raise	765	
- Decrease in workyears	(3,945)	
Special Pay.....		(3,193)
- Decrease in payments	(3,193)	
Basic Allowance for Quarters.....		(3,832)
- 1 Jan 95 1.6 percent pay raise	5,249	
- Annualization of 1 Jan 94 2.2 percent pay raise	2,393	
- Decrease in workyears	(11,474)	
Overseas Station Allowance.....		(3,967)
- Increase in rates	11,758	
- Decrease in workyears	(15,725)	

Social Security (FICA).....	(9,353)
- 1 Jan 95 1.6 percent pay raise	2,840
- Annualization of 1 Jan 94 2.2 percent pay raise	1,295
- Wage Credit decrease	(4,513)
- Decrease in workyears	(8,975)
Incentive Pay.....	(21,036)
- Decrease in workyears	(21,036)
Retired Pay Accrual.....	(64,103)
- 1 Jan 95 1.6 percent pay raise	13,613
- Annualization of 1 Jan 94 2.2 percent pay raise	6,205
- Decrease in DoD RPA rate	(2,581)
- Congressional reduction	(28,000)
- Decrease in workyears	(53,340)
Basic Pay.....	(55,372)
- 1 Jan 95 1.6 percent pay raise	38,346
- Annualization of 1 Jan 94 2.2 percent pay raise	17,479
- Decrease in workyears	(111,197)
Total Decreases.....	(162,978)
FY 1995 Direct Program.....	\$5,745,277

PROJECT: BASIC PAY - OFFICERS
(Amount In Thousands)

FY 1993 Actual	\$3,335,358
FY 1994 Estimate	\$3,289,194
FY 1995 Estimate	\$3,233,822

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to grade and length of service under provisions of 37 U.S.C. 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force officer personnel program reflected in this budget submission includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB), and 15 Year Retirement. In addition to the VSI/SSB loss programs, the Air Force will offer eligible officers 15 Year Retirement to minimize additional loss requirements (such as Selective Early Retirement Boards and VSI/SSB), as directed by the FY 1993 Defense Authorization Act.

Officer accessions for FY 1994 and FY 1995 are programmed at the minimum level necessary to ensure an adequate number of entries into the officer ranks to sustain desired future experience levels.

Medical personnel strengths have been adjusted to meet programmatic requirements in order to comply with Congressional direction.

BASIC PAY - OFFICERS

(Amount in Thousands)

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>
General	11	107,197	1,179	11	108,202	1,190	11	108,202	1,190
Lt. General	34	96,180	3,270	34	98,679	3,355	34	100,404	3,414
Maj General	108	87,145	9,412	102	89,410	9,120	98	90,973	9,915
Brig General	154	76,882	11,840	151	78,908	11,915	140	80,287	11,240
Colonel	4,542	64,079	291,047	4,421	65,701	290,464	4,236	67,017	283,884
Lt. Colonel	11,716	52,225	611,868	10,941	53,308	583,243	11,226	54,254	609,055
Major	17,161	43,043	738,661	16,780	44,134	740,569	16,495	44,617	735,957
Captain	37,563	34,960	1,313,202	35,963	36,191	1,301,537	33,304	36,596	1,218,793
1st Lieutenant	8,303	27,091	224,937	8,173	27,371	223,703	8,473	27,472	232,770
2nd Lieutenant	6,583	19,739	129,942	6,217	19,961	124,098	6,376	20,170	128,604
TOTAL BASIC PAY	86,175	\$3,335,358		82,793	\$3,289,194		80,393		\$3,233,822

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 1993 Actual	\$1,214,070
FY 1994 Estimate	\$1,184,110
FY 1995 Estimate	\$1,148,007

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(a)(1), Title 10 USC, as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 36.4 percent for FY 1993, 36 percent for FY 1994, and 35.5 percent for FY 1995.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	FY 1994 Estimate			FY 1995 Estimate		
			<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
86,175	14,088.42	\$1,214,070	82,793	14,302.05	\$1,184,110	80,393	14,279.94	\$1,148,007
								\$28,000

Anticipated Reprogramming resulting from Congressional mark against RPA.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS	(Amount in Thousands)
FY 1993 Actual	\$228,860
FY 1994 Estimate	\$207,590
FY 1995 Estimate	\$186,554

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under provisions of 37 U.S.C. 301 as follows:

- (1) Aviation Career Incentive Pay (ACIP) - Paid to regular and reserve officers who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$125 to \$650. Effective in FY 1990, the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) Aviation Continuation Pay (ACP) - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-Crew Member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performances of hazardous duty required by orders. It is paid to non-rated crew members and non-crew members (e.g. gunnery instructors, aerial photo personnel, flight nurse), only when performing such duties, in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties. As a result, the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at \$110 per month. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$165.
- (6) Experimental Stress - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$110.

- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per manyear. Workyear decreases reflect the projected force drawdown.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Flying Duty Crew

Yrs Svc Grade	Monthly Rate	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
		Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
2	125	1,745	1,500	2,618	1,807	1,500	2,711	1,852	1,500	2,778
2-3	156	1,510	1,872	2,827	1,161	1,872	2,173	826	1,872	1,546
3-4	188	1,943	2,256	4,383	1,882	2,256	4,246	1,680	2,256	3,790
4-6	206	3,602	2,472	8,904	3,443	2,472	8,511	3,188	2,472	7,881
6-18	650	12,681	7,800	98,912	11,866	7,800	92,555	11,277	7,800	87,961
18-20	585	2,533	7,020	17,782	2,122	7,020	14,896	2,018	7,020	14,166
20-22	495	1,986	5,940	11,797	2,110	5,940	12,533	2,014	5,940	11,963
22-24	385	1,114	4,620	5,147	925	4,620	4,274	884	4,620	4,084
24-25	385	264	4,620	1,220	278	4,620	1,284	273	4,620	1,261
*25 & over	250	186	3,000	558	152	3,000	456	145	3,000	435
*B/G under 25	200	14	2,400	34	14	2,400	34	14	2,400	34
Subtotal Flying Duty Crew		27,578		\$154,182	25,760		\$143,673	24,171		\$135,899
<u>Flying Duty Non-Crew</u>	136	1,320	\$180		131	1,320	\$173	128	1,320	\$169
<u>Flying Duty Non-Rated</u>	512	2,220	\$1,137		584	2,220	\$1,296	571	2,220	\$1,268
<u>AWACS Wps Contr</u>	621	3,384	\$2,101		619	3,384	\$2,095	615	3,384	\$2,081
<u>Aviation Continuation Pay</u>			\$70,495				\$59,610			\$46,410
Subtotal Flying Duty Pay										\$185,827
										\$206,847

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Other Incentive Duty Pay

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Parachute Jumping	112	1,320	148	109	1,320	144	106	1,320	140
Parachute HALO	65	1,980	129	64	1,980	127	63	1,980	125
Demolition Duty	43	1,320	57	42	1,320	55	41	1,320	54
Press Chmbr Observer	265	1,320	350	260	1,320	343	254	1,320	335
Accel/Decel Subject	27	1,320	36	21	1,320	28	21	1,320	28
Thermal Stress Subject	1	1,320	1	1	1,320	1	1	1,320	1
Toxic Fuel Handlers	31	1,320	41	32	1,320	42	31	1,320	41
U/Hazarj Bio Org	2	1,320	3	2	1,320	3	2	1,320	3
Subtotal Other Incentive Duty Pay		\$765			\$743			\$727	
TOTAL INCENTIVE PAY		\$228,860			\$207,590			\$186,554	

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS		(Amount in Thousands)
	FY 1993 Actual	\$156,300
	FY 1994 Estimate	\$172,442
	FY 1995 Estimate	\$169,249

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b, and 303, the FY 91 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92, and DOD Directive 1340.13, "Special Pay for Medical Corps Officers" and DOD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers".
 - a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for O-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
 - b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
 - c. Medical Additional Special - A lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year, officers receive \$15,000 per year.
 - d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year. Amount of pay is based on most critically-short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.
 - e. Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.
 - f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for O-7s and above who receive \$1,000 per year.

- g. Dental Board Certified - A monthly payment which varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education training, and experience requirements. The total annual pay ranges from \$2,000 - \$4,000 depending upon years of service.
 - h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. Payments are \$6,000, \$8,000 or \$10,000.
 - i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.
 - j. Nurse Anesthetist Incentive Pay - The FY 1990 Authorization Act authorizes an ISP up to \$6,000 to all Certified Registered Nurse Anesthetists.
 - k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.
 - l. Optometrists and Veterinarians - Receive a special pay amount of \$100 per month.
- (2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (4) Hostile Fire Duty. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of \$150 per month.
- (5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has critical need for that language. The pay shall not exceed \$100 a month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board Certified Pay and Incentive Special Pay (ISP) are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. The ISP and Multi-Year Special Pay (MSP) rates are based on the projected specialties needed. Additional Special Pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate. Beginning in FY 1991, IAW The National Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus (MORB), are paid over a multi-year period. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number people programmed in each specialty.

SPECIAL PAY - OFFICERS

Medical Pay

(Amount In Thousands)

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Average</u>	<u>Rate</u>	<u>Number</u>	<u>Average</u>	<u>Rate</u>	<u>Number</u>	<u>Average</u>	<u>Rate</u>
<u>Physicians Pay</u>									
Variable Special	4,294	8,000		34,352	4,332	8,000	34,656	4,275	8,000
Board Certified Pay	2,346	3,500		8,211	2,597	3,500	9,090	2,501	3,500
Additional Special Pay	3,371	15,000		50,565	3,464	15,000	51,960	3,400	15,000
Incentive Special Pay	2,497	12,605		31,475	2,816	14,420	40,607	2,746	14,420
Medical Retention Bonus	90	9,434		849			0		0
Multi-Year Special Pay	866	9,434		8,170	1,083	11,000	11,913	1,073	11,000
Subtotal Physicians Pay				\$133,622			\$148,226		\$145,354
<u>Nurses Bonus</u>									
Nurses Accession Bonus	267	5,168		1,380	525	5,000	2,625	525	5,000
Incentive Special Pay	182	5,994		1,091	237	6,000	1,422	258	6,000
Subtotal Nurses Bonus				\$2,471			\$4,047		\$4,173
<u>Dentist Pay</u>									
Dental Additional	1,004	7,205		7,234	1,057	7,200	7,610	1,050	7,200
Dental Variable Pay	1,331	3,648		4,855	1,199	3,650	4,376	1,187	3,650
Board Certif Dental	308	3,540		1,090	301	3,541	1,066	297	3,541
Dentist Save Pay	118	1,620		191	110	1,642	181	90	1,593
Subtotal Dentist Pay				\$13,370			\$13,233		\$13,088

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

(Amount in Thousands)

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Average Rate</u>	<u>Amount</u>
<u>Optometrists</u>	202	1,200	\$242	204	1,200	\$245	204	1,200	\$245
<u>Veterinarians</u>	7	1,320	\$9	7	1,285	\$9	7	1,285	\$9
Subtotal Medical Pay			\$149,714			\$165,760			\$162,869
<u>Personal Allowance - General Officer</u>									
<u>Chief of Staff</u>	1	4,000	4	1	4,000	4	1	4,000	4
<u>Senior Member of Staff</u>									
<u>Committee - United Nations</u>	1	2,700	3	1	2,700	3	1	2,700	3
<u>General</u>	9	2,200	20	9	2,200	20	9	2,200	20
<u>Lt. General</u>	34	500	17	32	500	16	32	500	16
Subtotal Personal Allowance*			\$44			\$43			\$43
<u>Hostile Fire</u>	3,035	1,800	\$5,463	2,919	1,800	\$5,254	2,811	1,800	\$5,060
<u>Diving Duty</u>	48	1,800	\$86	52	1,800	\$94	52	1,800	\$94
<u>Linguist</u>	919	1,080	\$993	1,195	1,080	\$1,291	1,095	1,080	\$1,183
TOTAL SPECIAL PAY			\$156,300			\$172,442			\$169,249

*Special Pay Total includes General Officer Allowances.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - OFFICERS

FY 1993 Actual	\$455,373
FY 1994 Estimate	\$446,507
FY 1995 Estimate	\$442,675

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

PART II - CLASSIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the with-dependent rate less the current experienced average rate charge for the fair rental value of the housing unit. (Pay raise adjustments: FY 1993-3.7 percent, FY 1994-2.2 percent, and 1.6 percent in FY 1995).

Dollar amounts associated with the above adjustments to BAO program costs are summarized in the Schedule of Increases and Decreases.

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

<u>With Dependents</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
General	61	10457.04	638	59	10,727.90	633	56	10,915.38	611
Colonel	2,793	9,423.36	26,319	2,735	9,667.45	26,440	2,640	9,936.39	25,968
Lt. Colonel	8,576	9,081.12	77,880	7,917	9,316.34	73,758	8,203	9,479.15	77,758
Major	11,484	8,005.68	91,937	11,098	8,213.05	91,148	10,873	8,356.58	90,861
Captain	19,579	6,723.45	131,638	18,674	6,897.61	128,806	17,348	7,018.15	121,751
1st Lieutenant	2,200	5,774.04	12,703	2,168	5,923.60	12,842	2,260	6,027.12	13,621
2nd Lieutenant	1,442	5,271.12	7,601	1,390	5,407.66	7,517	1,411	5,503.36	7,765
Subtotal with Dependents	46,135		\$348,716	44,041		\$341,144	42,791		\$338,335

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

<u>Grade</u>	Without Dependents - Full Allowance			FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate			
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	
General	2	8,491.56	17	2	8,711.51	17	2	8,863.75	18	189	8,149.90	1,540	
Colonel	200	7,807.68	1,562	196	8,009.92	1,570	189	8,149.90	1,540	840	7,839.88	6,585	
Lt. Colonel	879	7,510.68	6,602	811	7,705.23	6,249	2,250	7,261.81	16,339	8,176	5,848.75	47,819	
Major	2,327	6,956.88	16,189	2,292	7,137.08	16,358	17,007	3,889	4,635.49	18,027	3,501	3,911.74	13,695
Captain	9,293	5,603.16	52,070	8,798	5,748.30	50,574	19,282	\$106,315	\$105,039	18,847			
1st Lieutenant	3,745	4,440.84	16,631	3,733	4,555.87	17,007							
2nd Lieutenant	3,534	3,747.48	13,244	3,450	3,844.55	13,264							
Subtotal without Dependents	19,980												\$104,023

(Amount In Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

<u>Grade</u>	Without Dependents - Partial Allowance			FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Colonel	8	475.20	4	8	475.20	4	7	475.20	3	32	396.00	13
Lt. Colonel	34	396.00	13	31	396.00	12	71	312.12	22	71	312.12	22
Major	74	312.12	23	73	312.12	23	371	266.40	99	371	266.40	99
Captain	455	266.40	121	400	266.40	107	247	212.40	52	670	158.40	106
1st Lieutenant	241	212.40	51	241	212.40	51	247	212.40	52	670	158.40	106
2nd Lieutenant	685	158.40	109	660	158.40	105						
Subtotal without Dependents (partial)	1,497			\$321	1,413		\$302			1,398		\$295

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Major	1	5,949.48	6	1	6,103.59	6	1	6,210.25	6
Captain	3	5,069.52	15	3	5,200.83	16	3	5,291.72	16
1st Lieutenant	0	4,234.20	0	0	4,343.88	0	0	4,419.79	0
2nd Lieutenant	0	3,980.64	0	0	4,083.75	0	0	4,155.12	0
Subtotal Inadequate Family Housing				4		\$22	4		\$22
TOTAL BASIC ALLOWANCE FOR QUARTERS						\$446,507			\$442,675

(Amount In Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS		
	FY 1993 Actual	\$100,711
	FY 1994 Estimate	\$99,502
	FY 1995 Estimate	\$98,952

PART I - PURPOSE AND SCOPE

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Joint Federal Travel Regulation (JFTR), 1 January 1987, authorizes VHA to partially offset high cost housing in designated areas. VHA is authorized to assist members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) Government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in same grade throughout the Continental United States (CONUS), Alaska and Hawaii. VHA is computed by multiplying the number eligible by the percentage experienced during FY 1993. The rates are based on actual experience effective 1 January 1993 with a 2.5 percent cost growth in FY 1994 and a 2.8 percent in FY 1995.

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	64	3,011.88	193	61	3,086.76	188	58	3,170.92	184
Colonel	2,835	2,454.00	6,957	2,776	2,515.01	6,982	2,680	2,583.58	6,924
Lt. Colonel	8,903	2,197.20	19,562	8,301	2,251.83	18,692	8,540	2,313.22	19,755
Major	12,571	1,961.40	24,657	12,467	2,010.17	25,061	12,101	2,064.97	24,988
Captain	26,317	1,518.00	39,949	25,158	1,555.74	39,139	23,254	1,598.16	37,164
1st Lieutenant	5,629	897.36	5,051	5,573	919.67	5,125	5,782	944.74	5,463
2nd Lieutenant	4,761	912.00	4,342	4,617	934.67	4,315	4,660	960.16	4,474
TOTAL VARIABLE HOUSING ALLOWANCE	61,080		\$100,711	58,953		\$99,502	57,075		\$98,952

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS		
FY 1993 Actual	\$142,189	
FY 1994 Estimate	\$140,774	
FY 1995 Estimate	\$139,273	

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The rate increase in FY 1995 over FY 1994 is a direct result of the annualization of the 1 January 1994 pay raise and the 1.6 percent pay raise effective 1 January 1995. Workyears are reduced to reflect the drawdown in force structure.

Details of the computation are provided in the following table:

Workyears	Statutory Rate	Amount	FY 1994 Estimate			FY 1995 Estimate		
			Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
86,175	1,657.50	\$142,189	82,793	1,700.31	\$140,774	80,393	1,732.40	\$139,273

(Amount In Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 1993 Actual	\$96,792
FY 1994 Estimate	\$91,541
FY 1995 Estimate	\$87,574

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to officers on duty outside the Continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 U.S.C. 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The Cost of Living Allowance is based on:

(a) the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area, and (b) biweekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee for adjustments relative to the value of the dollar against foreign currency. The Overseas Housing Allowance (OHA) consists of the difference between the Basic Allowance for Quarters and the applicable housing costs in the overseas area where members are stationed. The Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The numbers of personnel entitled to an overseas station allowance are based on authorized overseas strength and historical data adjusted for known changes of each type of allowance. Station allowance rates are based on FY 1993 actuals and increased for cost growth of 2.5 percent in FY 1994 and 2.8 percent in FY 1995.

The workyears for Cost of Living, Housing, Moving In and Temporary Lodging allowances are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

<u>Cost of Living</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>				
	<u>Grade</u>	<u>Workyears</u>	<u>Average</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>
General	54	6,988.63	377	59	7,172.05	423		59	7,382.03		436
Colonel	674	6,986.00	4,709	630	7,161.00	4,511		592	7,361.00		4,358
Lt. Colonel	1,583	6,409.00	10,145	1,475	6,569.00	9,689		1,376	6,753.00		9,292
Major	2,552	5,430.00	13,857	2,407	5,565.00	13,395		2,245	5,741.00		12,844
Captain	5,442	4,836.00	26,318	5,006	4,957.00	24,815		4,648	5,095.00		23,686
1st Lieutenant	919	3,876.00	3,562	769	3,973.00	3,055		712	4,084.00		2,908
2nd Lieutenant	236	3,269.00	771	279	3,350.00	935		261	3,444.00		899
Subtotal Cost of Living	11,460	\$59,739		10,625			\$56,823	9,803			\$54,423

(Amount In Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

<u>Housing Allowance</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Grade</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>
General	2	3,737.00	7	2	3,831.00	8	2	3,938.00	8
Colonel	174	8,887.00	1,546	163	9,109.00	1,485	153	9,364.00	1,433
Lt. Colonel	593	6,416.00	3,805	549	6,576.00	3,610	516	6,760.00	3,488
Major	1,017	5,493.00	5,586	954	5,631.00	5,372	896	5,788.00	5,186
Captain	2,474	5,073.37	12,552	2,263	5,200.00	11,768	2,125	5,345.00	11,358
1st Lieutenant	405	5,019.00	2,033	334	5,144.00	1,718	314	5,288.00	1,660
2nd Lieutenant	88	5,517.00	485	103	5,655.00	582	97	5,813.00	564
Subtotal Housing Allowance	4753		\$26,014	4368		\$24,543	4103		\$23,697
 <u>Moving-In Housing Allowance</u>	 <u>No. Pymts</u>	 <u>Average Rate</u>	 <u>Amount</u>	 <u>No. Pymts</u>	 <u>Average Rate</u>	 <u>Amount</u>	 <u>No. Pymts</u>	 <u>Average Rate</u>	 <u>Amount</u>
Temporary Lodging Allowance	2,551	550.37	\$1,404	2,259	564.85	\$1,276	2,119	581.45	\$1,232
TOTAL STATION ALLOWANCE, OVERSEAS									

PROJECT: UNIFORM ALLOWANCES - OFFICERS
(Amount in Thousands)

FY 1993 Actual	\$1,701
FY 1994 Estimate	\$1,738
FY 1995 Estimate	\$1,776

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 National Defense Authorization Act authorized the payment of Civilian Clothing Allowance for Air Force Officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The number of payments for FY 1994 and FY 1995 are based on the number of accessions programmed. Civilian clothing allowance payments are paid to eligible officers based on historical data adjusted for known rate changes.

<u>Payments</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Statutory Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Statutory Rate</u>	<u>Amount</u>	
Initial Allowances	4,760	200.00	952	4,875	200.00	975	5,000	200.00	1,000
Additional Allowances	4,760	100.00	476	4,875	100.00	488	5,000	100.00	500
Civilian Clothing	357	765.00	273	351	784.13	275	344	803.08	276
TOTAL UNIFORM ALLOWANCES			\$1,701			\$1,738			\$1,776

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 1993 Actual	\$2,427
FY 1994 Estimate	\$2,128
FY 1995 Estimate	\$2,057

PART I - PURPOSE AND SCOPE

Funds provide two types of family separation allowance (FSA I & II) payments, under the provision of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

- (1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas.
- (2) FSA II, at a monthly rate of \$75.00, is payable when a member with dependents makes a permanent change of station, or member is on temporary duty away from permanent duty station continually for thirty days or more; either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following tables.

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICERS

PCs Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	8	7,807.68	62	8	8,009.92	64	8	8,149.90	65
Lt. Colonel	14	7,510.68	105	13	7,705.23	100	13	7,839.88	102
Major	22	6,956.88	153	20	7,137.08	143	20	7,261.81	145
Captain	39	5,603.16	219	37	5,748.30	213	37	5,848.75	216
1st Lieutenant	3	4,440.84	13	3	4,555.87	14	3	4,635.49	14
2nd Lieutenant	1	3,747.48	4	1	3,844.55	4	1	3,911.74	4
Subtotal	87	\$556	82						\$546

PPCS CONUS or Overseas
with dependents not
authorized

TDY CONUS or Overseas
for more than 30 days
with dependents not
residing near TDY station

TOTAL FAMILY SEPARATION ALLOWANCE

\$2,427 **\$2,128**

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICER	
FY 1993 Actual	\$360,685
FY 1994 Estimate	\$138,453
FY 1995 Estimate	\$145,317

PART I - PURPOSE AND SCOPE

Funds provide:

(1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.

(2) Severance pay to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under provisions of 10 U.S.C. 637(a); disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212; and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and any portion thereof retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months, times years of service, times a specific percent based on the separation criteria.

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the Voluntary Separation Incentive (VSI) Program, and the second is the Special Separation Benefit Program (SSB). VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent X years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. The Air Force offered early retirement to 40 officers in FY 1993, and will offer about 1,138 in FY 1994, and 1,356 in FY 1995. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay minus the reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund up front all early retirement payments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB, and the early retirement programs terminate on 30 September 1999.

SEPARATION PAYMENTS - OFFICERS

(Amount In Thousands)

Lump Sum Terminal Leave Payments

<u>Grade</u>	FY 1993 Actual				FY 1993 Estimate				FY 1995 Estimate			
	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount
General	184	42.9	4,711.02	867	108	43.0	4,832.33	522	36	47.3	5,043.50	182
Colonel	2,351	36.6	3,485.93	8,195	2562	38.8	3,575.69	9,161	2,275	36.5	3,731.95	8,490
Lt. Colonel	6,074	32.7	2,779.05	16,880	5314	34.6	2,850.61	15,148	2,523	32.8	2,975.18	7,506
Major	3,253	26.8	2,595.00	8,442	3742	29.1	2,661.82	9,961	2,606	26.9	2,778.14	7,240
Captain	6,217	29.7	2,842.56	17,672	3459	31.1	2,915.76	10,086	3,119	28.6	3,043.18	9,492
1st Lieutenant	446	18.9	1,562.64	697	222	21.0	1,602.88	356	177	19.4	1,672.92	296
2nd Lieutenant	95	8.6	806.98	77	98	11.2	827.76	81	90	9.6	863.93	78
Subtotal Lump Sum Terminal Leave				\$52,830				\$45,315				\$33,284
Separation Pay												
Fail Promotion/Unfit	90	50,685.00	4,562	350	51,868.00	18,154	510	52,905.00	26,982			
Disability	24	37,872.00	909	25	41,668.00	1,042	25	42,501.00	1,063			
Severance Pay, Non Disability												
Invol-Half Pay 5%	0	0.00	0	1	19,125.00	19	1	19,507.00	20			
Invol-Full Pay 10%	1,202	26,398.00	31,730	29	54,601.00	1,583	19	55,693.00	1,058			
SSB	1,208	53,865.00	65,069	40	107,075.00	4,283	207	66,638.00	13,794			
VSI *	1,661	11,154.00	18,527				0		0		0	
VSI Trust Fund **	40		185,100	100			0	244			0	
15 Year Retirement	40		1,958	1,138			68,057	1,356			69,116	
Subtotal Separation Pay			\$307,855				\$93,138				\$112,033	
TOTAL SEPARATION PAYMENTS				\$360,685				\$138,453				\$145,317

*VSI recipients prior to 1 January 1993 - Funded directly from the Military Personnel Appropriation.

** FY 1993 amount represents the initial capitalization of VSI Trust Fund for recipients of VSI payments after 31 December 1992. Based on the Deputy Secretary's Decision, sufficient funds are available in the VSI Trust Fund to cover payments to VSI recipients through FY 1995.

(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - OFFICERS

	FY 1993 Actual	\$294,863
	FY 1994 Estimate	\$287,713
	FY 1995 Estimate	\$278,360

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. Effective 1 January 1990, the tax rate was 7.65 percent on \$51,300 taxable income. The taxable income ceilings are \$57,600 for FY 1993, \$60,600 for FY 1994, and \$61,800 for FY 1995. The FICA computations are based on base pay and the percentage rate set by law for a given calendar year. The increase in requirements is due to the increase in maximum wages taxed as a result of the 3.7 percent pay raise in FY 1993, 2.2 percent pay raise for FY 1994, and 1.6 percent pay raise in FY 1995.

Funding for FY 1993, FY 1994, and FY 1995 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below:

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Officers	86,175	2,948.58	254,094	82,793	2951.77	244,386	80,393	2979.69	239,546
Wage Credit			40,769			43,327			38,814
TOTAL SOCIAL SECURITY TAX			\$294,863				\$287,713		\$278,360

PAY & ALLOWANCES OF ENLISTED

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
 (In Thousands of Dollars)

2. Pay and Allowances of Enlisted

FY 1994 Military Air Force Appropriated	\$8,763,953
Plus Anticipated Reprogramming:	
-C-130 DBOF-T to ACC Transfer	105,000
-Resulting from Congressional mark against Retired Pay Accrual	52,000
FY 1994 Revised Direct Program	\$8,920,953
 Increases:	
Reimbursements	960,707
- Decrease in reimbursements causes increase in direct program requirements	960,707
Separations	348,503
- Voluntary separations (SSB)	245,204
- Early retirement payments	96,916
- Lump sum terminal payments	6,775
- 1 Jan 95 1.6 percent pay raise	5,959
- Annualization of 1 Jan 94 2.2 percent pay raise	2,717
- Increase in disability payments	100
- Decrease in involuntary separations	-9,168
Special Duty Assignment Pay	2,070
- Increase in workyears	2,070

Selective Reenlistment Bonus (SRB),	192	
- Increase in number of payments		
Total Increases	1,311,472	
 <u>Decreases:</u>		
 Enlisted Bonus	-135	
- Decrease in payments		
 Family Separation Allowance	-506	
- 1 Jan 95 1.6 percent pay raise	152	
- Annualization of 1 Jan 94 2.2 percent pay raise	69	
- Decrease in workyears	-727	
 Incentive Pay for Hazardous Duty	-681	
- Decrease in workyears		
 Clothing Allowance	-1,148	
- Increase in initial issue clothing payments	2,200	
- Decrease in replacement/supplemental item payments	-3,348	
 Special Pay	-4,382	
- Decrease in workyears		
 Variable Housing Allowance	-14,647	
- Increase in rates	831	
- Decrease in workyears	-15,478	

Social Security (FICA)	-24,166
- 1 Jan 95 1.6 percent pay raise	5,956
- Annualization of 1 Jan 94 2.2 percent pay raise	2,715
- Decrease in Wage Credit amount	-8,757
- Decrease in workyears	-24,080

Overseas Station Allowance	-29,450
- Increase in rates	6,004
- Decrease in workyears	-35,454

Basic Allowance for Quarters	-58,039
- 1 Jan 95 1.6 percent pay raise	9,076
- Annualization of 1 Jan 94 2.2 percent pay raise	4,137
- Decrease in workyears	-71,252

Retired Pay Accrual	-153,090
- 1 Jan 95 1.6 percent pay raise	24,060
- Annualization of 1 Jan 94 2.2 percent pay raise	10,967
- Decrease DoD RPA rate	-35,887
- Congressional reduction	-52,000
- Decrease in workyears	-100,230

Basic Pay	-201,423
- 1 Jan 95 1.6 percent pay raise	67,773
- Annualization of 1 Jan 94 2.2 percent pay raise	30,893
- Decrease in workyears	-300,089

Total Decreases.....	-487,667
FY 1995 Military Personnel, Air Force Direct Program.....	\$9,744,758

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(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

PART I - PURPOSE AND SCOPE

Funds provide basic pay compensation to enlisted personnel on active duty according to grade and length of service under provisions of 37 United States Codes 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force enlisted personnel program includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB) programs, and the Temporary Early Retirement Authority (TERA).

FY 1993 beginning strength was 375,684 with an ending strength of 356,126 resulting in the utilization of 364,928 workyears.

FY 1994 beginning strength was 356,126 with an anticipated ending strength of 340,724 using 350,351 workyears.

FY 1995 beginning strength will be 340,724 and ending with 318,311 using 328,859 workyears.

The Air Force will continue to use the VSI/SSB, and TERA programs to meet the programmed end-strengths for FY 1994 and FY 1995.

Funding requirements include annualized pay raises of 3.7 percent in FY 1993, 2.2 percent in FY 1994, and 1.6 percent in FY 1995.

(Amount in Thousands)

BASIC PAY - ENLISTED

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate					
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	3,878	35,539		137,822	3,600	36,042		129,752	3,291	36,954		121,615
Senior Master Sergeant	7,736	29,057		224,782	7,217	29,681		214,207	6,610	30,163		199,374
Master Sergeant	3, 560	24,453		918,463	36,637	24,864		910,946	34,986	25,576		894,806
Technical Sergeant	54,036	21,026		1,136,184	50,900	21,055		1,071,703	44,310	21,750		963,739
Staff Sergeant	82,416	17,610		1,451,349	62,837	17,538		1,452,833	78,008	18,175		1,417,804
Sergeant	99,783	14,266		1,423,503	92,884	13,805		1,282,292	83,829	14,671		1,229,896
Airman First Class	46,250	11,597		536,384	46,138	11,726		540,994	41,694	12,180		507,815
Airman	20,911	10,857		227,031	18,793	11,139		209,339	21,320	11,334		241,638
Airman Basic	12,358	9,004		111,270	11,345	9,247		104,902	14,811	9,375		138,858
TOTAL BASIC PAY	364,928			\$6,166,789	350,351			\$5,916,968	328,859			\$5,715,545

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 1993 Actual	\$2,244,711
FY 1994 Estimate	\$2,130,108
FY 1995 Estimate	\$2,029,018

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under provisions of 10 United States Code 1466. Retired pay accrual amounts are approved rates based on the latest economic assumptions, i.e., interest, salary and cost-of-living adjustments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived using:

(a) Accrual percentages of 36.4 for FY 1993, 36.0 for FY 1994, and 35.5 for FY 1995.

(b) The total amount of basic pay expected to be paid during each fiscal year to enlisted members of the active Air Force.

The computation of fund requirements is shown in the following table:

<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	FY 1994 Estimate			FY 1995 Estimate		
			<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
364,928	6,151.11	\$2,244,711	350,351	6,079.93	\$2,130,108	328,859	6,169.87	\$2,029,018
						\$52,000		

Anticipated Reprogramming resulting from Congressional mark against RPA.

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED	
FY 1993 Actual	\$23,145
FY 1994 Estimate	\$22,491
FY 1995 Estimate	\$21,810

PART I - PURPOSE AND SCOPE

The purpose of Hazardous Duty Incentive Pay (HDIP) is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to enlisted personnel under provisions of 37 United States Code 301 as follows:

- (1) **Crew Member** - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. Monthly HDIP rates for crew members range from \$110 to \$200.
- (2) **Non-Crew Member** - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member. Monthly HDIP rate for non-crew members is \$110.
- (3) **Parachute Jumping** - Incentive pay for hazardous duty is offered to attract and maintain enlisted personnel to parachute jumping from an aircraft in aerial flight. Members are entitled to a monthly rate of \$110 for regular parachute jumps and \$165 for high altitude-low opening (HALO) parachute jumps.
- (4) **Demolition** - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Payable at a monthly rate of \$110.
- (5) **Experimental Stress** - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject. Payable at a monthly rate of \$110.

(6) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. Payable at a monthly rate of \$110.

(7) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms. Payable at a monthly rate of \$110.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per workyear.

The computation of fund requirements is provided in the following tables:

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

(Amount in Thousands)

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Chief Master Sergeant	163	2,400	391	156	2,400	374	150	2,400	360
Senior Master Sergeant	355	2,400	852	341	2,400	818	327	2,400	785
Master Sergeant	1,620	2,400	3,888	1,555	2,400	3,732	1,493	2,400	3,583
Technical Sergeant	2,080	2,100	4,368	1,997	2,100	4,194	1,917	2,100	4,026
Staff Sergeant	2,457	1,800	4,423	2,359	1,800	4,246	2,265	1,800	4,077
Sergeant	2,049	1,500	3,074	1,967	1,500	2,951	1,888	1,500	2,832
Airman First Class	551	1,320	727	529	1,320	698	508	1,320	671
Airman	59	1,320	78	57	1,320	75	55	1,320	73
Airman Basic	5	1,320	7	5	1,320	7	5	1,320	7
Subtotal Flying Duty Crew	9,339		\$17,808		8,966		\$17,095		\$16,414
Non-Crew Members	305		1,320		\$403		350		\$462
Subtotal Flying Duty Pay	9,644		\$18,211		9,316		\$17,557		\$16,876
Other Incentive Pay									
Parachute Jumping (Reg/HALO)	891	1,857	1,655	891	1,857	1,655	891	1,857	1,655
Experimental Stress	573	1,320	756	573	1,320	756	573	1,320	756
Demolition Duty	1,129	1,320	1,490	1,129	1,320	1,490	1,129	1,320	1,490
Toxic Fuel Handlers	730	1,320	964	730	1,320	964	730	1,320	964
L/Hazard Bio Org	52	1,320	69	52	1,320	69	52	1,320	69
Subtotal Other Incentive Pay	3,375		\$4,934		3,375		\$4,934		3,375
TOTAL INCENTIVE PAY	13,019		\$23,145		12,691		\$22,491		12,333
					70				\$21,810

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED	
FY 1993 Actual	\$32,535
FY 1994 Estimate	\$30,722
FY 1995 Estimate	\$26,340

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted personnel for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of 37 United States Code 305 and 305a; for duty subject to hostile fire under the provisions of 37 United States Code 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 United States Code 314.

- (1) **Duty At Certain Places (Foreign Duty)** - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.
- (2) **Overseas Duty Extension Pay** - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced in that there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. Members agreeing to extend are entitled to a rate prescribed by the Secretary of Defense not to exceed \$80 per month.
- (3) **Diving Duty Pay** - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 304. The maximum special pay for diving duty is \$300 per month; however, the Air Force enlisted members assigned to diving duty are entitled to receive special pay at monthly rates of \$150 for Pararescue and \$110 for SCUBA (self contained underwater breathing apparatus) divers. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in combat environment and, deploy to sea via parachute, helicopter, surface or subsurface vessel. SCUBA divers conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.

(4) Hostile Fire Pay - Paid to members who serve in designated areas subject to hostile fire or imminent danger. The monthly rate payable is \$150.

(5) Foreign Language Proficiency Pay - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay, ranging between \$75 and \$100 a month, is based on proficiency skill levels.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible. These areas are sensitive to initiatives in support of the national defense mission. Included are continuing efforts such as Restore Hope, Provide Promise, Provide Comfort and Deny Flight.

Details of the computation are shown in the following tables.

SPECIAL PAY - ENLISTED

Duty at Certain Places (Foreign Duty)

(Amount in Thousands)

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Chief Master Sergeant	171	270	46	241	270	65	221	270	60
Senior Master Sergeant	511	270	138	522	270	141	479	270	129
Master Sergeant	2,448	270	661	2,399	270	648	2,201	270	594
Technical Sergeant	4,071	240	977	3,713	240	891	3,407	240	818
Staff Sergeant	7,523	192	1,444	6,337	192	1,217	5,815	192	1,116
Sergeant	9,697	156	1,513	7,567	156	1,180	6,944	156	1,083
Airman First Class	3,732	108	403	2,871	108	310	2,635	108	285
Airman	1,307	96	125	1,023	96	98	939	96	90
Airman Basic	175	96	17	139	96	13	128	96	12
Subtotal Duty at Certain Place	29,635		\$5,324	24,812		\$4,563	22,769		\$4,187
Diving Duty-SCUBA	10	1,320	\$13	11	1,320	\$15	11	1,320	\$15
Diving Duty-Pararescue	583	1,800	\$1,049	576	1,800	\$1,037	564	1,800	\$1,015
Overseas Extension	905	960	\$869	860	960	\$826	817	960	\$784
Sea Duty	4	2,460	\$10	4	2,460	\$10	4	2,460	\$10
Hostile Fire	12,678	1,800	\$22,820	12,000	1,800	\$21,600	9,810	1,800	\$17,658
Foreign Lang Pro Pay	2,402	1,020	\$2,450	2,473	1,080	\$2,671	2,473	1,080	\$2,671
TOTAL SPECIAL PAY	46,217		\$32,535	40,736		\$30,722	36,448		\$26,340

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
SD-5 (\$275)	\$11,051	\$12,471	\$14,541

PART I - PURPOSE AND SCOPE

Special duty assignment pay is authorized by United States Code 307 as an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of FY 1994, the Air Force has designated 18 specific duties. Effective 1 April 1994, flying crew chief skill are designated a special duty with first payments in FY 1994. Payment is based on skill levels with monthly rates ranging from \$55 to \$275.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special duty assignment pay is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, tactical air command and control personnel, parachuting instructors, defense couriers, members of two joint operational commands, members of two special governmental agencies, flying crew chiefs, and a classified Air Force project. Some of the categories include more than one skill. The duties are demanding, arduous and require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties, requiring periodic rejustification, with changes as may be indicated by the review. This program is dynamic, in that duties may be added or deleted throughout the year.

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
SD-5 (\$275)	2,158	7,123	2,557	8,438	2,776	9,161
SD-4 (\$220)	268	707	188	496	385	1,016
SD-3 (\$165)	1,259	2,493	1,442	2,855	1,689	3,344
SD-2 (\$110)	461	608	423	558	661	873
SD-1 (\$55)	182	120	188	124	223	147
TOTAL SPECIAL DUTY ASSIGNMENT PAY	4,328	\$11,051	4,798	\$12,471	5,734	\$14,541

PROJECT: SELECTIVE REENLISTMENT BONUS

(Amount In Thousands)

FY 1993 Actual	\$35,779
FY 1994 Estimate	\$37,359
FY 1995 Estimate	\$37,551

PART I - PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by United States Code 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to 10 months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service, not to exceed six years of service, and not to exceed a total amount of \$45,000. The Air Force has chosen to place a ceiling of \$30,000 on the bonus and has capped the base pay multiple at 3.5 percent. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment program paying 50 percent up front and the remainder in equal annual payments. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistments of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

While the overall force is drawing down, the need for bonuses is not directly tied to the overall strength levels, but rather to needs in specific skills. Thus, no matter how large or rapid the drawdown, there will always be some specific skills with insufficient retention and a need for the bonus. We will also experience small year groups entering the reenlistment window in FYs 1994-1995, and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills; voluntary and involuntary retraining out of overage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands)

SELECTIVE REENLISTMENT BONUS (SRB)

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>No. Pymts</u>	<u>Average</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average</u>	<u>Amount</u>
Initial Payments	3,462	4,849	16,787	3,862	4,972	19,202	3,665	5,165	18,930
Anniversary Payments	26,642	711	18,942	21,550	824	17,757	19,060	956	18,221
Accelerated Payments	18	2,778	50	1,250	320	400	1,250	320	400
TOTAL	30,122		\$35,779	26,662		\$37,359	23,975		\$37,551

REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE
(\$ Thousands)

Outyear Impact	FY 1993			FY 1994			FY 1995			FY 1996			FY 1997			FY 1998			FY 1999		
	Number	Amt	Number	Amt	Number	Amt	Number	Amt	Number	Amt											
Prior Obj	26,642	18,942	18,111	13,687	11,948	9,541	6,028	5,241	2,641	2,374											
Actual Payments	18	50	1,250	400	1,250	400															
Prior Yr (FY 93)	3,462	16,787	3,439	4,070	3,377	4,029	3,279	3,987	2,341	2,441	1,559	2,258									
Current Yr (FY 94)			3,862	19,202	3,835	4,651	3,767	4,608	3,658	4,560	2,612	2,792	1,739	2,583							
Budget Yr (FY 95)					3,685	18,990	3,438	4,267	3,377	4,221	3,278	4,178	2,341	2,557							
Annual Payments	26,660	18,992	22,800	18,157	20,310	18,621	16,512	18,103	12,017	13,596	7,449	9,228	4,080	5,140							
TOTAL SRB	30,122	\$35,779	26,662	\$27,359	23,975	\$27,551	16,512	\$18,103	12,017	\$13,596	7,449	\$9,228	4,080	\$5,140							

PROJECT: ENLISTMENT BONUS
(Amount in Thousands)

	FY 1993 Actual	\$1,192
	FY 1994 Estimate	\$1,356
	FY 1995 Estimate	\$1,221

PART I - PURPOSE AND SCOPE

An enlistment bonus is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills which are characterized by an inadequate number of enlistments to meet accession objectives. The maximum bonus authorized by law is \$12,000; however, the Air Force currently pays a maximum of \$4,000 and requires recipients to enlist for a six year term. The Air Force previously paid the bonus for only two specific skills; however, two additional skills were added 1 April 1993 with first payments in FY 1994.

PART II - JUSTIFICATION OF FUNDS REQUESTED

An enlistment bonus is currently paid to crypto-linguists, and explosive ordinance disposal personnel. It is paid upon completion of technical training, and therefore not only helps to attract enlistments, but also reduces training attrition. Funds are requested based on the number of enlistees required and programmed to enter the designated specialties. The FY 1994 estimate includes the addition of two skills, pararescue/recovery and combat controllers.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
New Payments	0	1,000	0	0	1,000	0	0	1,000	0
Residual:	32	1,000	32	51	1,000	51	21	1,000	21
	0	3,000	0	115	3,000	345	128	3,000	384
	290	4,000	1,160	240	4,000	960	204	4,000	816
TOTAL	322		\$1,192	406		\$1,356	353		\$1,221

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR QUARTERS - ENLISTED	FY 1993 Actual	\$842,684
	FY 1994 Estimate	\$823,461
	FY 1995 Estimate	\$765,422

PART I - PURPOSE AND SCOPE

Funds provide payment of basic allowance for quarters authorized under provisions of 37 United States Code Section 403, to enlisted personnel with or without dependents, partial payments to bachelors in government quarters, and to enlisted personnel occupying inadequate family housing under the provisions of 10 United States Code Section

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the "with-dependent" rate less the current experienced average rate charge of the fair rental value of the housing unit. BAQ rates are adjusted based on basic pay, to include pay raise adjustments of 3.7 percent in FY 1993, 2.2 percent in FY 1994, and 1.6 percent in FY 1995.

The computation of fund requirements is provided by the following tables:

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

(Amount in Thousands)

(Amount In Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

<u>Grade</u>	<u>Without Dependents - Full Allowance</u>			<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	230	5,160.00		1,187	171	5,292.30		905	156	5,473.64		854
Senior Master Sergeant	522	4,744.80		2,477	452	4,853.10		2,194	416	5,019.39		2,088
Master Sergeant	3,190	4,045.56		12,905	2,961	4,146.30		12,277	2,971	4,288.37		12,741
Technical Sergeant	6,346	3,658.32		23,216	5,728	3,756.00		21,514	5,100	3,884.70		19,812
Staff Sergeant	11,620	3,374.88		39,216	10,793	3,462.30		37,369	10,998	3,580.93		39,383
Sergeant	16,231	2,937.00		47,670	15,079	3,011.40		45,409	13,615	3,114.58		42,405
Airman First Class	4,083	2,885.28		11,781	3,790	2,957.40		11,209	3,619	3,058.73		11,070
Airman	849	2,349.36		1,995	788	2,403.00		1,894	866	2,485.34		2,152
Airman Basic	73	2,088.60		152	68	2,137.50		145	87	2,210.74		192
Subtotal without Dependents	43,144			\$140,599		39,830		\$132,916		37,828		\$130,697

(Amount In Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Grade	Without Dependents - Partial Allowance			FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	10	223.20	2	9	223.20	2	9	230.85	2	9	230.85	2
Senior Master Sergeant	18	182.88	3	17	183.60	3	15	189.89	3	15	189.89	3
Master Sergeant	231	131.52	30	227	144.00	33	216	148.93	32	216	148.93	32
Technical Sergeant	618	117.72	73	585	118.80	69	525	122.87	65	525	122.87	65
Staff Sergeant	3,910	104.40	408	3,987	104.40	416	3,510	107.98	379	3,510	107.98	379
Sergeant	22,226	97.20	2,160	21,101	97.20	2,051	18,442	100.53	1,854	18,442	100.53	1,854
Airman First Class	25,820	93.60	2,417	22,030	93.60	2,062	23,277	96.81	2,253	23,277	96.81	2,253
Airman	14,813	86.40	1,280	14,025	86.40	1,212	14,924	89.36	1,334	14,924	89.36	1,334
Airman Basic	9,011	82.80	746	9,731	82.80	806	10,800	85.64	925	10,800	85.64	925
Subtotal without Dependents (partial)	76,657	\$7,119	71,712	\$6,654	71,718	\$6,847						

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

<u>Grade</u>	<u>Workyears</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate			
		<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>
Chief Master Sergeant	0	0.00		0	0	0.00		0	0	0.00	
Senior Master Sergeant	1	2,078.76		2	1	2191.24		2	1	2266.32	
Master Sergeant	18	1,960.08		35	18	2066.14		37	15	2136.94	
Technical Sergeant	74	1,833.48		136	70	1932.69		135	55	1998.91	
Staff Sergeant	158	1,824.36		288	161	1923.08		310	136	1988.97	
Sergeant	477	1,737.84		829	453	1831.88		830	382	1894.64	
Airman First Class	262	1,318.08		345	224	1389.40		311	245	1437.01	
Airman	26	1,165.08		30	25	1228.12		31	29	1270.20	
Airman Basic	5	1,198.44		6	5	1263.29		6	7	1306.57	
Subtotal Inadequate Family Housing	1,021	\$1,671		957		\$1,662		870		\$1,536	
TOTAL BASIC ALLOWANCE FOR QUARTERS	261,463			\$842,684		247,745		\$823,461		230,149	
											\$765,422

(Amount in Thousands)

PROJECT: VARIABLE HOUSING ALLOWANCE - ENLISTED

FY 1993 Actual	\$165,133		
FY 1994 Estimate	\$160,830		
FY 1995 Estimate	\$146,183		

PART I - PURPOSE AND SCOPE

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 United States Code Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the United States is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the United States which would qualify the member to receive a VHA if assigned to duty in that area.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowance, as authorized in the Joint Federal Travel Regulation, is used to partially offset high cost housing in designated areas. It is authorized to members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in the same grade throughout the continental United States, Alaska and Hawaii. A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full "with dependent" rate and the full "without dependent" rate, adjusted for approved inflation. Variable housing allowances is computed by multiplying the number eligible by the percentage experienced during FY 1993. The rates are based on actual experience effective 1 January 1993 with a 2.5 percent cost growth in FY 1994 and a 2.8 percent in FY 1995.

The computation of requirements is provided in the following table:

(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - ENLISTED

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate					
	Workyears	Average	Rate	Amount	Workyears	Average	Rate	Amount	Workyears	Average	Rate	Amount
Chief Master Sergeant	2,532	1,682.28	4,260	2,313	1,725.39	3,991	1,901	1,772.43	3,369			
Senior Master Sergeant	4,806	1,601.88	7,699	4,450	1,642.93	7,311	3,712	1,687.72	6,265			
Master Sergeant	22,075	1,420.08	31,348	20,581	1,456.47	29,976	19,799	1,496.18	29,623			
Technical Sergeant	29,712	1,215.84	36,125	27,552	1,247.00	34,357	23,455	1,281.00	30,046			
Staff Sergeant	38,456	1,059.24	40,734	37,947	1,086.38	41,225	34,331	1,116.00	38,314			
Sergeant	39,450	851.04	33,574	37,637	872.85	32,851	31,310	896.65	28,074			
Airman First Class	12,919	632.28	8,168	12,386	648.48	8,032	11,061	666.16	7,368			
Airman	4,169	595.32	2,482	3,889	610.58	2,375	3,772	627.22	2,366			
Airman Basic	1,458	509.40	743	1,362	522.45	712	1,412	536.70	758			
TOTAL	155,577		\$165,133	148,117		\$160,830	130,753		\$146,183			

(Amount In Thousands)

PROJECT: STATION ALLOWANCES, OVERSEAS - ENLISTED	(Amount In Thousands)
FY 1993 Actual	\$372,344
FY 1994 Estimate	\$339,596
FY 1995 Estimate	\$310,146

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 United States Code 403 and 405.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This project consists of: (a) cost of living allowance (COLA), (b) overseas housing allowance (OHA), (c) temporary lodging allowance (TLA), and (d) moving-in housing allowance (MIHA). COLA is based on: (a) FY 1993 experience adjusted to reflect changes in overseas strength. The rates for FY 1994 and FY 1995 reflect currency rates in effect as of 1 January 1994. The rates for COLA reflect a 1.6 percent pay raise effective 1 January 1995. OHA consists of the difference between the basic allowance for quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. TLA is based on FY 1993 actual and increased for cost growth of 2.5 percent in FY 1994 and a 2.8 percent in FY 1995. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes (such as policy change, TLA extensions and housing cost increases) of each type of allowance.

The workyears for cost of living allowance, housing allowance, temporary lodging allowance, and moving-in allowance are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Cost of Living Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	820	4,890	4,010	754	5,007	3,777	656	5,109	3,352
Senior Master Sergeant	1,717	4,301	7,385	680	4,404	2,993	1,380	4,493	6,200
Master Sergeant	7,895	4,049	31,967	7,263	4,146	30,114	6,345	4,240	26,902
Technical Sergeant	12,152	3,614	43,917	10,979	3,701	40,633	9,765	3,763	36,746
Staff Sergeant	20,740	3,124	64,792	18,582	3,199	59,443	16,666	3,263	54,381
Sergeant	24,696	2,429	59,987	21,939	2,367	51,930	19,845	2,522	50,049
Airman First Class	9,814	1,851	18,166	9,029	1,895	17,110	7,886	1,933	15,244
Airman	3,715	1,577	5,859	3,418	1,614	5,516	2,985	1,647	4,916
Airman Basic	562	1,319	741	518	1,351	700	452	1,556	703
Total Cost of Living	82,111		\$236,824	73,162		\$212,216	65,980		\$198,493

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Housing Allowance

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate					
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Amount</u>
Chief Master Sergeant	242	5,012	1,213		223	5,132	1,143		193	5,235	1,010	
Senior Master Sergeant	491	4,281	2,102		452	4,384	1,980		391	4,471	1,748	
Master Sergeant	2,434	4,005	9,748		2,239	4,101	9,183		1,937	4,183	8,102	
Technical Sergeant	4,204	3,883	16,324		3,868	3,977	15,382		3,365	4,056	13,448	
Staff Sergeant	6,645	3,805	25,284		6,113	3,897	23,824		5,340	3,975	21,227	
Sergeant	5,931	3,934	23,333		5,457	4,029	21,984		4,766	4,109	19,583	
Airman First Class	1,850	4,276	7,911		1,702	4,379	7,453		1,487	4,466	6,641	
Airman	430	4,603	1,979		396	4,714	1,865		345	4,808	1,659	
Airman Basic	28	5,100	143		26	5,222	135		22	5,327	117	
Subtotal Housing Allowance	22,255		\$88,037		20,475		\$82,949		17,846		\$73,735	
		<u>Average</u>				<u>Average</u>				<u>Average</u>		
		<u>No. Pymts</u>				<u>No. Pymts</u>				<u>No. Pymts</u>		
Temporary Lodging Allowance	89,630	452	\$40,483		83,205	455	\$37,835		70,264	458	\$32,193	
Moving-In Housing Allowance	14,832	472	\$7,000		13,645	483	\$6,596		11,577	495	\$5,725	
TOTAL STATION ALLOWANCES, OVERSEAS			\$372,344									\$310,146

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED	
FY 1993 Actual	\$120,163
FY 1994 Estimate	\$105,627
FY 1995 Estimate	\$104,478

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of U.S.C. 418. This project includes:

- (1) Initial clothing allowances upon enlistment,
- (2) Civilian clothing allowances when authorized,
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service,
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of continuous active duty, and
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.

Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are based on programmed numbers by type of accession. Clothing rates were approved by the Secretary of Defense for FY 1993 and FY 1994. FY 1995 rates are derived using FY 1994 rates and adjusted by approved inflation rate. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on experience.

The computation of requirements is provided in the following table:

(Amount In Thousands)

CLOTHING ALLOWANCES - ENLISTED

Initial Allowances:

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
<u>Military Clothing</u>									
Civilian Life (M)	24,585	830.95	20,429	23,644	820.61	19,403	24,935	837.21	20,876
Civilian Life (F)	7,015	921.97	6,468	6,414	924.42	5,929	6,615	950.30	6,286
Officer Training Sq (M)	188	693.85	130	521	699.01	364	379	718.58	272
Officer Training Sq (F)	34	868.36	30	130	856.77	111	95	880.76	84
AF Academy Prep (M)	162	737.20	119	207	707.31	146	207	727.11	151
AF Academy Prep (F)	33	848.06	28	43	852.07	37	43	875.93	38
Subtotal			27,204			25,990			27,707
Less Basic Military Training Attrition			(926)			(1,200)			(1,200)
Subtotal Military Clothing			\$26,278			\$24,790			\$26,507
<u>Civilian Clothing</u>									
Winter and Summer (W+S)	1,056	1,121.95	1,185	1,024	1,150.00	1,178	983	1,182.20	1,162
Winter or Summer (W/S)	235	724.88	170	228	743.00	169	219	763.80	167
TDY	2,901	413.66	1,200	2,814	424.00	1,193	2,701	435.87	1,177
Special Continuing (W+S)	461	560.98	259	447	575.00	257	429	591.10	254
Special Continuing (W/S)	41	362.44	15	40	371.50	15	38	381.90	15
Subtotal Civilian Clothing									
Total Initial Issue			\$29,107						\$27,602
									\$29,282

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CLOTHING ALLOWANCES - ENLISTED
(Amount In Thousands)

Maintenance Allowance:	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Maintenance Mil Cloth</u>									
Airmen (M)	70,365	128.69	9,055	64,270	158.40	10,180	65,257	162.00	10,572
Airmen (F)	17,556	142.64	2,504	16,160	190.80	3,083	16,520	194.40	3,211
<u>Std Maintenance Mil Cloth</u>									
(37th Month)									
Airmen (M)	258,336	223.60	57,764	236,086	226.80	53,544	217,042	234.00	50,788
Airmen (F)	40,088	248.97	9,981	36,635	270.00	9,891	33,680	277.20	9,336
<u>Subtotal</u>			\$79,304			\$76,698			\$73,907
<u>Supplemental Maintenance Allowance</u>	6,955	195.11	\$1,357	6,677	198.70	\$1,327	6,343	203.27	\$1,289
<u>DLA New Unifo. :</u>									
<u>TOTAL CLOTHING ALLOWANCE</u>				10,395 *	0			0	
							\$120,163		\$105,627
									\$104,478

* Amount includes DLA initial stock cost of \$9.8 million and \$.595 million for women's tuck-in shirts.

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED	FY 1993 Actual	\$13,985
	FY 1994 Estimate	\$13,364
	FY 1995 Estimate	\$12,858

PART I - PURPOSE AND SCOPE

Under the provision of 37 United States Code 427, family separation allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in the continental United States (CONUS) for his family and one overseas.
- (2) A member with dependents makes a permanent change of station or is on temporary duty travel for 30 days or more either in CONUS or overseas, the travel of dependents to the duty station is not authorized, and dependents do not reside at or near the duty station.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate. Workyears are derived using historical data while considering the state of military affairs. This project is impacted by national defense efforts such as Desert Storm/Desert Shield, Restore Hope, Provide Promise, and Provide Comfort which engender increased requirements.

Details of the cost computation are provided in the following tables:

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain Two Homes

<u>Grade</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Chief Master Sergeant	18	5,160.00	93	18	5,292.30	95	17	5,473.64	93
Senior Master Sergeant	31	4,744.80	147	30	4,853.10	146	29	5,019.39	146
Master Sergeant	183	4,045.56	740	171	4,146.30	709	164	4,288.37	703
Technical Sergeant	233	3,658.32	852	209	3,756.00	785	187	3,884.70	726
Staff Sergeant	315	3,374.88	1,063	283	3,462.30	980	266	3,580.93	553
Sergeant	91	2,937.00	267	85	3,011.40	256	83	3,114.58	259
Airman First Class	7	2,885.28	20	7	2,957.40	21	7	3,058.73	21
Airman	5	2,349.36	12	5	2,403.00	12	5	2,485.34	12
Airman Basic	1	2,088.60	2	1	2,137.50	2	1	2,210.74	2
Subtotal	884	\$3,196	809	\$3,006	759			\$2,915	
PCS CONUS or Overseas with dependents not authorized	5,984	900.00	\$5,386	5,745	900.00	\$5,171	5,515	900.00	\$4,964
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	6,003	900.00	\$5,403	5,763	900.00	\$5,187	5,532	900.00	\$4,979
TOTAL FAMILY SEPARATION ALLOWANCE				\$13,985				\$13,364	
									\$12,858

(Amount In Thousands)

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

	FY 1993 Actual
	FY 1994 Estimate
	FY 1995 Estimate

Funds provide enlisted personnel:

- (1) Lump sum terminal leave (LSTL) payments for unused accrued leave at time of separation, reenlistment, retirement, or death under provisions of 10 United States Code 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 United States Code 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 United States Code 1048.
- (4) Separation Pay for discharge under provisions of 10 United States Code 1174 as amended.
- (5) Voluntary Separation Incentive (VSI) and Special Separation Benefits (SSB) programs under the provision of United States Code 1775 and 1174a.
- (6) Temporary Early Retirement Authority (TERA) under provisions of 10 United States Code 8911, 8914 as amended.

PART I - PURPOSE AND SCOPE

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$.70 per day to all members for subsistence. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated as follows: $12 \times \text{monthly basic pay} \times \text{years service} \times 10\%$.

The FY 1992 Defense Authorization Act approved two voluntary separation pay programs for implementation during the force drawdown. The programs apply to both officer and enlisted members who have more than six and less than 20 years of service. The first is the Voluntary Separations Incentive (VSI) Program, and the second is the Special Separation Benefit (SSB) Program. VSI payments are calculated as follows: annual basic pay \times 2.5 percent \times years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay \times 15 percent \times years of service. These programs are used to reduce involuntary separations and are offered to members in overage specialties to facilitate force shaping requirements during the drawdown.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving drawdown goals of maintaining readiness while ensuring the equitable treatment of the members. The criteria for early retirement include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The TERA amount is the product of 2.5 percent \times the years of service \times basic pay \times reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is the difference between 20 years and the number of years completed by the member.

The FY 1994 National Defense Authorization Act extended the authority to use the VSI/SSB and TERA programs through FY 1999.

(Amount in Thousands)

SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal Leave Payments		FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate				
Grade	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount
Chief Master Sergeant	889	10.4	848.35	754	891	10.4	856.20	763	966	10.4	869.04	839
Senior Master Sergeant	1,992	9.9	779.18	1,552	1,882	9.9	786.39	1,480	1,951	9.9	798.19	1,557
Master Sergeant	8,540	11.1	807.72	6,898	7,430	11.1	815.19	6,057	8,327	11.1	827.42	6,890
Technical Sergeant	7,036	16.1	986.88	6,944	6,028	16.1	996.01	6,004	6,860	16.1	998.19	6,848
Staff Sergeant	11,517	20.5	951.45	10,958	9,186	20.5	960.25	8,921	11,223	20.5	974.65	10,938
Sergeant	16,956	16.7	682.15	11,567	12,883	16.7	688.46	8,869	16,523	16.7	698.79	11,546
Airman First Class	3,982	14.9	544.33	2,168	3,679	14.9	549.37	2,021	3,880	14.9	557.61	2,164
Airman	1,817	12.7	455.16	827	1,623	12.7	459.37	746	1,771	12.7	466.26	826
Airman Basic	2,923	6.8	192.38	562	2,393	6.8	194.16	465	2,848	6.8	197.07	561
Subtotal LSTL	55,652			\$42,230	45,995			\$35,226	54,349			\$42,169
Separation Pay												
Disability	558			13,653	7,619	500		13,780	6,890	500		13,986
Severance Pay, Non Disability												6,993
Invol-Half Pay 5%	305			7,131	2,175	500		7,733	3,867	500		7,857
Invol-Full Pay 10%	353			11,890	4,197	800		15,466	12,373	200		15,713
SSB	7,997			232,391	451			23,144	9,886	0		274,444
VSI	1,258			11,075	*	0		0	0	1,099	0	0
VSI Trust Fund **	18			206,300	111			72,582	5,644			171,907
15 Year Retirement	15			307	4,031							
Subtotal Separation Pay				\$464,064				\$118,856				\$460,416
TOTAL SEPARATION PAYMENTS				\$506,294				\$154,082				\$502,585

* VSI recipients prior to 1 January 1993 - Funded directly from the Military Personnel Appropriation.

** FY 1993 amount represents the initial capitalization of VSI Trust Fund for recipients of VSI payments after 31 December 1992. Based on the Deputy Secretary's decision, sufficient funds are available in the VSI Trust Fund to cover payments to VSI recipients through FY 1995.

(Amount In Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - ENLISTED	FY 1993 Actual	\$553,790
	FY 1994 Estimate	\$526,421
	FY 1995 Estimate	\$502,255

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are based on percentage rates set by law. The rates are applied to a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rates while the Social Security Administration determines the maximum taxable income. Contributions are based on basic pay and the percentage rate set by law for a given calendar year. The taxable income ceilings are \$57,600 for FY 1993; \$60,600 for FY 1994; and \$61,800 for FY 1995.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Enlisted	364,928	1,292.75	471,759	350,351	1,291.98	452,648	328,859	1,329.56	437,239
Wage Credit			82,031			73,773			65,016
TOTAL SOCIAL SECURITY TAX			\$553,790			\$526,421			\$502,255

PAY & ALLOWANCES OF CADETS

MILITARY PERSONNEL, AIR FORCE
 SCHEDULE OF INCREASES AND DECREASES
 (In Thousands of Dollars)

3. Pay and Allowances of Cadets

FY 1994 Military Personnel Air Force Appropriated	\$36,038
Increases:	
Subsistence.....	116
- Rate increase (\$4.75 to \$4.91 per day)	234
- Decrease in workyears	(118)
Total Increases.....	116
Decreases:	
Basic Pay.....	(130)
- 1 Jan 95 1.6 percent pay raise	314
- Decrease in workyears	(44)
Social Security (FICA).....	(231)
Total Decreases.....	(361)
FY 1995 Direct Program.....	\$35,793

(Amount in Thousands)

PROJECT: ACADEMY CADETS

	FY 1993 Actual	\$36,493
	FY 1994 Estimate	\$36,038
	FY 1995 Estimate	\$35,793

PART I . PURPOSE AND SCOPE

The funds requested are (a) for basic pay, commuted rations allowance, and employer's share of FICA tax for cadets appointed to the United States Air Force Academy under the provisions of 37 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance and the cost of operational rations.

PART II . JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rates to the projected manyears. The FY 1993 program is based on a beginning strength of 4,255 and end strength of 4,152. The cadet end strength is 4,100 for FY 1994, and 4,000 for FY 1995. Subsistence rates are: \$4.00 per day for FY 1993; \$4.75 per day for FY 1994, and \$4.91 per day for FY 1995.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Basic Pay	4,140	6,526.80	\$27,021	4,079	6,526.80	\$26,623	4,011	6,605.16	\$26,493
Subsistence	4,140	1,679.00	6,951	4,079	1,733.75	7,072	4,011	1,792.15	7,188
Social Security Tax (Employer's Contribution)			\$2,521				\$2,343		\$2,112
TOTAL ACADEMY CADETS			\$36,493				\$36,038		\$35,793

SUBSISTENCE OF ENLISTED PERSONNEL

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

4. Subsistence of Enlisted Personnel

FY 1994 Direct Program.....	\$729,134
<u>Increases:</u>	
Basic Allowance for Subsistence (BAS).....	11,922
- 1 Jan 1995 1.6% pay raise 8,155	
- Annualization of 1 Jan 1994 2.2% pay raise 3,767	
Total Increases.....	11,922
<u>Decreases:</u>	
Basic Allowance for Subsistence (BAS).....	-56,051
- Reduction of BAS payments 22,393 resulted in decreased dollar requirements.	
Total Decreases.....	-56,051
FY 1995 Direct Program.....	\$685,005

(Amount in Thousands)

FY 1993 Actual	\$745,351
FY 1994 Estimate	\$729,134
FY 1995 Estimate	\$685,005

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) Rations-in-kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 253-84 Th. Congress).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 82 percent of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

The requirements include the following pay raise assumptions: 3.7 percent effective 1 Jan 1993; 2.2 percent effective 1 Jan 1994; and 1.6 percent effective 1 Jan 1995.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Rate</u>	<u>Amount</u>
<u>When Authorized to Mess Separately</u>	248,316	\$2,405.17	\$597,242	237,181	\$2,468.20	\$585,410	218,967	\$2,512.03	\$550,052
<u>Leave Rations</u>	26,731	\$2,405.17	\$64,293	25,283	\$2,468.20	\$62,404	23,341	\$2,512.03	\$58,633
<u>When Rations-In-Kind Not Available</u>	30,799	\$2,712.66	\$83,547	29,130	\$2,783.91	\$81,095	26,893	\$2,832.31	\$76,169
<u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u>			\$269				\$225		\$151
TOTAL	305,846		\$745,351	291,594		\$729,134	269,201		\$685,005

PERMANENT CHANGE
OF STATION TRAVEL

PURPOSE AND SCOPE

For expenses incident to permanent change of station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation; transportation by common carrier (rail, bus, air or water, including Air Mobility Command (AMC) and Military Sealift Command (MSC); per diem allowances; payment of dislocation allowance (DLA); payment of temporary lodging entitlement (TLE); actual and necessary expenses and cost of subsistence while in a travel status; issue of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods, port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of dependents, and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exceptions are Base Realignment Commission (BRCAC) moves and the cost of contract commercial storage of household goods on a noncontingency basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

POLICY AND/OR PRICE CHANGES

1. Policy Changes:

FY1993 thru FY1995, the Air Force is continuing to posture itself for significant manpower reductions. In line with the Congressional direction and the Secretary of Defense's plan for the future, we are "...reviewing our needs for forces through the mid-1990's and in light of decreasing defense budgets, we continue to identify locations ... where we can reduce our forces. As we draw down the overall size of the force, it is essential that we correspondingly reduce the installations where the force is based, both in the United States and Overseas...". Due to the dynamics of this process, while many appropriations may see an immediate savings, there will be increased PCS moves and associated upfront costs before any savings will be realized. In addition, there is the added cost to change the tour lengths as a result of increased turbulence in foreign countries where our military personnel are based.

In FY1994 and FY1995 to achieve the continuing Air Force goal of Global Reach - Global Power it is essential to move our people to meet the objectives of strong combat capability and peacetime effectiveness. In these years the PCS program is structured to achieve manning for base closures, force structure actions including support of overseas drawdowns and tour length changes. The Voluntary Separation Incentive and Special Separation Benefits (VSI/SSB) programs and the 15 year retirement program will impact the accession, separation, and operational and rotational (backfill of essential positions left vacant) move categories.

PCS actions to reduce personnel turbulence:

As the Air Force moves to strengthen its capability and simultaneously decrease the size of its force, actions being implemented to reduce personnel turbulence and tour length changes are reflected in all PCS move categories. Fiscal year 1995 will face additional strains on both operational and rotational travel due to mandatory force structure actions, (e.g., base closures and unit realignments) and force structure actions driven by force-wide strength reductions, as well as increased requirements to fill vacancies resulting from VS/SSB and 15 year retirement separations. To further minimize PCS costs and reduce personnel turbulence, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close and realign bases overseas, fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing CONUS operational moves. We feel the cumulative effect of these actions will work to reduce personnel turbulence while identifying the additional resources necessary to maintain mission responsiveness to the Air Force PCS program.

Unaccompanied Tours in Europe:

The Air Force is not convinced that changing overseas tours in Europe to an unaccompanied tour status is a viable option. Balancing aircraft and capabilities between CONUS and overseas bases to permit six-month rotations would require a massive beddown and reorganization of the tactical force, while only increasing military PCS, BAQ, FSA, and VHA costs. Refresher training courses, which are already above maximum capacity, would have to expand to prepare crews for TDY location missions. In addition, the total number of aircraft available would decrease due to the increased frequency of rotations, which would cause more maintenance downtime for aircraft due to increased use. Approximately 50 percent of the tactical aircraft are currently overseas, implementing a European unaccompanied tour policy would mean personnel associated with the tactical force would spend half of their careers overseas in an unaccompanied status. Overall, the average number of unaccompanied tours would increase causing additional family separation time, as well as impacting upon recruiting and retention programs and career decisions. A recent "Quality of Life" survey listed family separations as the number one factor affecting negative career decisions.

2. Price Changes:

FY1993, FY1994, and FY1995 industrial fund and inflation rate adjustments are included.

FY1993 pay raise of 3.7 percent, FY1994 pay raise of 2.2 percent, and FY1995 pay raise of 1.6 percent are effective 1 January each year. These impact the dislocation allowance entitlement which is equal to two months of Basic Allowance for Quarters (BAQ).

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

<u>Travel of Military Member</u>	<u>FY 1993 Actual</u>		<u>FY 1994 Estimate</u>		<u>FY 1995 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Accession Travel	38,748	38,699	38,000	39,776	39,313	42,434
Training Travel	10,441	39,395	9,200	38,791	9,200	39,793
Operational Travel Between Duty Stations	29,918	175,256	25,320	155,622	31,905	191,009
Rotational Travel To and From Overseas	68,195	500,046	61,987	470,077	54,166	422,517
Separation Travel	51,747	93,331	49,832	94,571	45,495	87,882
Travel of Organized Units	5,126	26,021	7,399	38,989	8,892	45,962
Nontemporary Storage		23,266		22,044		20,426
Temporary Lodging Expense		35,889		32,884		34,768
VSI/SSB/15 Year Retirement	11,998	35,750	5,871	17,864	18,536	52,626
Hurricane Andrew (Homestead AFB Evacuation)		53,000				
TOTAL OBLIGATIONS	216,173	\$1,020,653	197,609	\$910,618	207,507	\$937,417
LESS REIMBURSEMENTS		(49,454)		(107,280)		(31,924)
TOTAL DIRECT PROGRAM		\$971,199		\$803,338		\$905,493

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Travel of Military Member						
Mileage and Per Diem	204,175	90,323	191,738	86,236	188,971	86,248
MAC	62,177	31,113	57,221	29,136	50,675	28,485
Commercial Air	21,234	12,475	19,524	11,775	18,097	11,498
Travel of Dependents (Family)						
Mileage and Per Diem	136,444	46,515	129,069	48,767	119,073	47,029
MAC	60,720	28,620	64,874	31,177	57,819	30,743
Commercial Air	22,370	13,161	24,323	14,707	20,449	12,991
Transportation of Household Goods						
- M Tons - MSC	68,076	6,250	60,313	6,001	52,555	5,359
- S Tons - MAC	20,730	46,797	18,494	42,543	16,172	40,876
- Land Shipment, CONUS & Overseas	90,076	363,753	83,812	348,346	87,257	363,611
- IT GBL	42,362	114,511	38,826	107,513	33,795	94,486
Dislocation Allowance	90,411	82,390	83,083	77,470	83,673	76,490
Trailer Allowance	1,816	3,615	1,602	3,217	1,845	3,860
Transportation of POVs	21,291	27,703	19,099	25,072	16,710	22,376
Port Handling Charges		5,522		5,866		5,545
Nontemporary Storage		23,266		22,044		20,426
Temporary Lodging Expense		35,889		32,884		34,768
VS/SSB/15 Year Retirement	11,998	35,750	5,871	17,864	18,536	52,626
Hurricane Andrew (Homestead AFB Evacuation)		53,000				
TOTAL OBLIGATIONS					\$910,618	\$937,417
LESS REIMBURSEMENTS					(107,280)	(31,924)
TOTAL DIRECT PROGRAM					\$803,338	\$905,493

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL	
	FY 1993 Actual
	FY 1994 Estimate
	FY 1995 Estimate

	\$39,118
	\$40,226
	\$42,901

PART I - PURPOSE AND SCOPE

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies, Air Force Reserves (AFRES), Reserve Officer Training Corps (ROTC), and Air National Guard (ANG) officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. Includes officers appointed from enlisted status upon graduation from Officer Training School (OTS).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

Cadets - Covers PCS movements of (1) individuals selected as Air Force Academy cadets upon entry into the Academy and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover the PCS movement of members entering on active duty. The PCS requirements for accession travel are based upon officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force, consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include academy graduates, ROTC, medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Changes between FY 1994 and FY 1995 reflect the changes in accessions due to end strength adjustments and direction to program accessions each year to sustain the base force.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadet) times the appropriate rates for each element of expense (e.g., military member, dependents, household goods, etc.) results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown in the tables on the following pages (members are not entitled to temporary lodging expenses nor dislocation allowance).

ACCESSION TRAVEL

(Amount in Thousands)

ACCESSION TRAVEL

<i>(Amount in Thousands)</i>					
<u>Enlisted Accession Travel</u>	<u>FY 1993 Actual</u>		<u>FY 1994 Estimate</u>		<u>FY 1995 Estimate</u>
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>
(1) Member Travel	32,789	514.17	16,859	31,817	527.01
(2) Dependent Travel	5,771	181.25	1,046	5,918	195.67
(3) Trans of Household Goods					
(a) Land & ITGBL	3,969	2,001.01	7,942	3,851	2,102.31
(b) Overseas	5,000	97.40	487	4,851	100.19
(4) Trailer Allowance	15	1,562.56	23	15	1,601.62
(5) POV					
(a) MSC	356	842.52	300	345	862.74
(b) Port Handling (M Tons)	356	124.67	44	345	152.60
(6) Port Handling (HHGS)	711	26.08	19	690	31.92
(7) Non-Temporary Storage					
Subtotal Enlisted Accession Travel			\$26,892		\$27,084
					\$29,068
<u>Cadet Accession Travel</u>	1,199	183.55	\$220	1,308	188.14
TOTAL ACCESSION TRAVEL			\$39,118		\$40,226
Accession Moves					
Officer	4,760			4,875	
Enlisted	32,789			31,817	
Cadets	1,199			1,308	
TOTAL ACCESSION MOVES	38,748			38,000	
					\$42,901
					\$259
					1,339
					193.41
					1,239
					18,035
					8,625
					555
					24

(Amount in Thousands)

PROJECT: TRAINING TRAVEL		
	FY 1993 Actual	\$44,708
	FY 1994 Estimate	\$43,542
	FY 1995 Estimate	\$44,549

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more.
- (2) Officers and enlisted school graduates and eliminatedees from school to their next permanent CONUS duty station excluding Academy, OTS, flying training, and ROTC graduates, as well as others chargeable as accession travel.
- (3) Enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs which generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section. Average rates are based on statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages.

TRAINING TRAVEL

<u>Officer Training Travel</u>		FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
		<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	5,200	460.00	2,392	5,150	469.51	2,418	5,150	482.52	2,485	
(2) Dependent Travel	3,565	460.59	1,642	3,645	469.14	1,710	3,645	481.76	1,756	
(3) Trans of Household Goods	5,200	4,062.50	21,125	5,150	4,235.73	21,814	5,150	4,354.56	22,426	
(4) Dislocation Allowance	4,834	1,060.61	5,127	4,913	1,075.72	5,285	4,913	1,092.81	5,369	
(5) Trailer Allowance	15	1,533.33	23	16	1,625.00	26	16	1,687.50	27	
(6) Non-Temporary Storage			459			487			492	
(7) Temporary Lodging Expense			2,345			2,322			2,322	
Subtotal Officer Training Travel			33,113			\$34,062			\$34,877	
 <u>Enlisted Training Travel</u>										
(1) Member Travel	5,241	319.40	1,674	4,050	326.42	1,322	4,050	335.80	1,360	
(2) Dependent Travel	2,076	254.34	528	1,739	269.70	469	1,739	277.17	482	
(3) Trans of Household Goods	1,481	3,373.40	4,996	1,162	3,566.27	4,144	1,162	3,666.09	4,260	
(4) Dislocation Allowance	2,324	796.90	1,852	1,934	813.34	1,573	1,934	826.27	1,598	
(5) Trailer Allowance	16	2,250.00	36	13	2,307.69	30	13	2,307.69	30	
(6) Non-Temporary Storage			146			115			116	
(7) Temporary Lodging Expense			2,363			1,826			1,826	
Subtotal Enlisted Training Travel			\$11,595			\$9,479			9,672	
TOTAL TRAINING TRAVEL			\$44,708						\$44,549	

Training Moves

Officer	5,200
Enlisted	5,241
TOTAL TRAINING MOVES	10,441

5,150
4,050
9,200

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL	
FY 1993 Actual	\$190,576
FY 1994 Estimate	\$168,712
FY 1995 Estimate	\$207,480

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the CONUS and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassessments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of low-cost moves).

As the Air Force moves to strengthen our capability and simultaneously decrease the size of our force, the operational PCS program must reflect this requirement. FY1994 and FY1995 will face additional strains on operational travel due to mandated force structure actions, e.g., base closures and force structure changes driven by strength reductions (by regulation these moves include unit moves that will not involve the movement of equipment). In order to prevent a hollow force, operational requirements increased to fill vacancies resulting from the loss of experienced career personnel due to VSI, SSB, and early retirement separations. Since the operational move category includes overseas moves when no transoceanic travel is involved, as we drawdown our overseas strengths we will experience increases in our overseas

operational moves. To minimize the costs of these moves, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close bases overseas fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing our CONUS operational moves. The cumulative effect of this action necessitates additional resources to maintain mission responsiveness to the Air Force PCS program. We anticipate a gradual decline in PCS moves after the Air Force end strength stabilizes and fewer base closures and force structure actions are required. Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" respectively, at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rate results in estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.

OPERATIONAL TRAVEL
(Amount in Thousands)

<u>Officer Operational Travel</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	11,486	597.51	6,863	10,650	612.49	6,523	9,551	629.67	6,014
(2) Dependent Travel	9,722	495.27	4,815	9,014	507.65	4,576	8,084	521.90	4,219
(3) Trans of Household Goods	11,486	5,654.01	64,942	10,650	5,789.01	61,653	9,551	6,061.77	57,896
(4) Dislocation Allowance	10,671	1,214.41	12,959	9,894	1,244.69	12,315	8,873	1,264.74	11,222
(5) Trailer Allowance	115	1,467.30	169	106	1,503.98	159	95	1,528.05	145
(6) Non-Temporary Storage							813		736
(7) Temporary Lodging Expense			5,180				4,803		4,307
Subtotal Officer Operational Travel			95,747				\$90,842		84,539
 <u>Enlisted Operational Travel</u>									
(1) Member Travel	18,432	422.20	7,782	14,670	432.79	6,349	22,354	444.89	9,945
(2) Dependent Travel	14,994	353.21	5,296	11,934	419.98	5,012	18,185	431.73	7,851
(3) Trans of Household Goods	18,432	3,244.41	59,801	14,670	3,321.88	48,732	22,354	3,478.84	77,766
(4) Dislocation Allowance	16,382	655.05	10,731	13,038	671.50	8,755	19,868	682.20	13,554
(5) Trailer Allowance	885	2,145.11	1,898	704	2,198.74	1,548	1,073	2,233.92	2,397
(6) Non-Temporary Storage							859		1,347
(7) Temporary Lodging Expense			8,313				6,616		10,081
Subtotal Enlisted Operational Travel			94,829				\$77,871		122,941
 TOTAL OPERATIONAL TRAVEL				\$190,575					\$207,480
 Operational Moves									
Officer	11,486				10,650			9,551	
Enlisted	18,432				14,670			22,354	
TOTAL OPERATIONAL MOVE	29,918				25,320			31,905	

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS	
FY 1993 Actual	\$530,129
FY 1994 Estimate	\$497,533
FY 1995 Estimate	\$446,557

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.
- (4) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned) missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength drawdown, and base closures slow down we are also seeing an increase to the FY1994 and FY1995 rotational requirements, due to VSI/SSB, and early retirements. Also, the Air Force's continuing restructuring efforts in overseas locations make the rotational PCS category one of the most volatile areas in the PCS budget.

Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS rotational move costs. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate average rate results in the estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

(Amount in Thousands)

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

<u>Enlisted Rotational Travel</u>		<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	
(1) Member Travel	56,236	1,145.10	64,396	53,115	1,173.74	62,343	47,127	1,245.42	58,693	
(2) Dependent Travel	40,132	1,129.12	45,314	38,436	1,391.92	53,500	34,103	1,490.84	50,842	
(3) Trans of Household Goods										
(a) Land & IT GBL	54,194	3,062.00	165,942	51,912	3,138.56	162,929	45,415	3,202.91	145,460	
(b) Overseas										
(4) Dislocation Allowance	41,651	880.68	36,681	39,871	902.81	35,996	35,376	917.26	32,449	
(5) Trailer Allowance	130	1,977.26	257	123	2,026.69	249	109	2,059.12	224	
(6) POV										
(a) MSC	14,290	1,211.78	17,316	13,497	1,240.86	16,748	11,975	1,275.61	15,275	
(b) Port Handling (M Tons)	14,290	143.93	2,057	13,497	176.17	2,378	11,975	192.91	2,310	
(7) Port Handling (HHGS)	40,456	20.74	839	38,211	25.39	970	33,903	27.80	942	
(8) Non-Temporary Storage										
(9) Temporary Lodging Expenses										
Subtotal Enlisted Rotational Travel			\$388,323				\$389,149			
TOTAL ROTATIONAL TRAVEL			\$530,129				\$497,533			
Rotational Moves										
Officer	11,959								7,039	
Enlisted	56,236								47,127	
TOTAL ROTATIONAL MOVES	68,195								54,166	

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL	FY 1993 Actual	\$134,215
	FY 1994 Estimate	\$117,411
	FY 1995 Estimate	\$145,121

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes 15 year retirement), or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (3) Eliminated Air Force Academy cadets to home of record or point of entry into the service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc. Total estimated separation moves increased as a result of force management actions required to meet reduced force structure, and separations needed to meet force shaping requirements contained in this budget.

Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the PCS detail section.

Average rates are based on statistical data, ratios, and percentages derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate rate for each category results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages (dollars do not include funding for nontemporary storage; members are not entitled to temporary lodging expenses nor dislocation allowances).

(Amount in Thousands)

SEPARATION TRAVEL

Officer Separation Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	8,321	219.20	1,824	6,794	224.61	1,526	6,329	231.95	1,468
(2) Dependent Travel	6,695	382.67	2,562	5,693	437.73	2,492	5,308	452.52	2,402
(3) Trans of Household Goods									
(a) Land & IT GBL	4,612	4,118.17	18,993	3,766	4,326.61	16,294	3,509	4,447.42	15,606
(b) Overseas	1,450	568.28	824	1,184	592.05	701	1,103	641.76	708
(4) Trailer Allowance	32	2,079.21	67	27	2,131.19	58	25	2,165.29	54
(5) POV									
(a) MSC	466	1,222.99	570	380	1,252.34	476	354	1,287.41	456
(b) Port Handling (M Tons)	466	210.06	98	380	257.11	98	354	281.54	100
(6) Port Handling (HHGS)	3,024	35.65	108	2,469	43.64	108	2,300	47.78	110
(7) Non-Temporary Storage			2,490			2,176			2,045
Subtotal Officer Separation Travel			\$27,536				\$23,929		
							\$22,949		

SEPARATION TRAVEL
(Amount in Thousands)

<u>Enlisted Separation Travel</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	43,091	270.92	11,674	42,627	277.69	11,837	38,758	287.97	11,161
(2) Dependent Travel	38,891	173.92	6,764	38,854	235.21	9,139	28,520	257.43	7,342
(3) Trans of Household Goods									
(a) Land & ITGBL	9,585	4,786.33	45,877	9,482	5,028.69	47,682	8,621	5,169.35	44,565
(b) Overseas	8,000	223.25	1,786	7,914	231.74	1,834	7,195	252.38	1,816
(4) Trailer Allowance	386	1,609.58	621	382	1,649.82	637	347	1,676.22	474
(5) POV									
(a) MSC	971	1,110.57	1,078	961	1,137.22	1,093	873	1,169.07	1,021
(b) Port Handling (M Tons)	971	156.33	152	961	191.35	184	873	209.53	183
(6) Port Handling (HHGS)	4,512	28.54	129	4,463	34.93	156	4,058	38.25	155
(7) Non-Temporary Storage									
Subtotal Enlisted Separation Travel			\$70,725				\$75,362		\$69,285

(Amount in Thousands)

SEPARATION TRAVEL

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Cadet Separation Travel</u>	335	607.88	\$204	411	623.07	\$256	408	640.52	\$261
SUB-TOTAL SEPARATION TRAVEL			\$98,465			\$99,547			\$92,495
 VSI/SSB/15 YEAR RETIREMENT									
Officer	2,742	4,960.00	\$13,600	1,278	5,047.00	\$6,450	1,807	5,238.00	\$9,465
Enlisted	9,256	2,393.00	\$22,150	4,593	2,485.00	\$11,414	16,729	2,580.00	\$43,161
Subtotal VSI/SSB/15 YEAR	11,998		\$35,750	5,871		\$17,864	18,536		\$52,626
 TOTAL SEPARATION TRAVEL			\$134,215			\$117,411			\$145,121
 Separation Moves									
Officer	11,063			8,072			8,136		
Enlisted	52,347			47,220			55,487		
Cadets	335			411			408		
TOTAL SEPARATION MOVES	63,745			55,703			64,031		

PROJECT: TRAVEL OF ORGANIZED UNITS	(Amount in Thousands)	\$28,907
	FY 1993 Actual	\$43,195
	FY 1994 Estimate	\$50,809
	FY 1995 Estimate	

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include Air Force force structure, relocation, and management actions required to achieve the FY 1995 President's Budget. These unit realignments, which incorporates the guidance from the DoD Bottom-Up Review, are necessary to position and use current and projected Air Force assets in the most effective manner, both operationally and fiscally. These unit moves are required to maintain strategic and tactical integrity of future Air Force units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available on the DoD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves will increase as more drawdown actions occur (e.g. base closures, force structure changes, unit realignments, public announcements, and Air Force internal decisions to realign units into twenty fighter wing equivalents).

Pay raise and inflation factors are described under "Price Changes" at the beginning of the PCS detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements. The number of moves and fiscal year requirements are shown on the following pages.

TRAVEL OF ORGANIZED UNITS

(Amount in Thousands)

Officer Unit Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	950	597.89	568	1,310	612.21	802	1,000	630.00	630
(2) Dependent Travel	804	458.96	369	1,109	469.79	521	846	483.45	409
(3) Trans of Household Goods									
(a) Land & ITGBL	950	5,745.26	5,458	1,310	6,035.88	7,907	1,000	6,205.00	6,205
(b) Overseas									
(4) Dislocation Allowance	939	1,199.15	1,126	1,294	1,229.52	1,591	988	1,248.99	1,234
(5) Non-Temporary Storage									
(6) Temporary Lodging Allowance									
Subtotal Officer Unit Travel									
Enlisted Unit Travel									
(1) Member Travel	4,176	451.39	1,885	6,089	462.64	2,817	7,892	475.67	3,754
(2) Dependent Travel	2,622	317.32	832	3,823	325.14	1,243	4,956	334.14	1,656
(3) Trans of Household Goods									
(a) Land & ITGBL	4,176	3,304.60	13,800	6,089	3,472.00	21,141	7,892	3,569.18	28,168
(b) Overseas									
(4) Dislocation Allowance	2,850	655.44	1,868	4,156	672.28	2,794	5,388	683.00	3,680
(5) Trailer Allowance	60	1,917.75	115	88	1,965.69	173	113	1,997.14	226
(6) Non-Temporary Storage									
(7) Temporary Lodging Allowance									
Subtotal Enlisted Unit Travel									
TOTAL UNIT TRAVEL									
Unit Travel Moves									
Officer	950								
Enlisted	4,176								
TOTAL UNIT TRAVEL MOVES	5,126								

1,310	1,000
6,089	7,892
7,399	8,892

1,310	1,000
6,089	7,892
7,399	8,892

OTHER MILITARY PERSONNEL COSTS

MILITARY PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

6. Other Military Personnel Costs

FY 1994 Direct Program Appropriated.....	\$80,080
<u>Increases:</u>	
Unemployment Compensation.....	15,423
- Increase based on the latest Department of Labor projection of the number of recipients.	
Montgomery GI Bill.....	6,250
- Payments into the fund for involuntary separates and VSI/SSB recipients.	
Survivor Benefits.....	500
- Increased payments based on latest Veterans Administration projection	
Total Increases.....	22,173
<u>Decreases:</u>	
Total Decreases.....	0
FY 1995 Direct Program.....	\$102,253

(Amount In Thousands)

PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND ESCAPED MILITARY DESERTERS

	FY 1993 Actual	\$98
	FY 1994 Estimate	\$100
	FY 1995 Estimate	\$100

PART I - PURPOSE AND SCOPE

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

TOTAL	FY 1993 Actual	\$98	FY 1994 Estimate	\$100	FY 1995 Estimate	\$100

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICE SAVINGS DEPOSIT PROGRAM

	FY 1993 Actual	\$300
	FY 1994 Estimate	\$300
	FY 1995 Estimate	\$300

PART I - PURPOSE AND SCOPE

The funds are for payment of interest at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the uniformed services under the provisions of P.L. 8-538, approved August 14, 1966. During FY 1991, Title 10, United States Code, Section 1035, amended the law to permit service members on temporary duty assignment outside of the United States in support of a contingency operation to deposit unallotted current pay and allowances into the savings program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funding required covers interest on the one remaining Vietnam MIA account, and for those members in support of contingency operations.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>	<u>Number</u>	<u>Avg Int</u>	<u>Payment</u>
Officer *	463	\$251	\$116	463	\$250	\$116	463	\$250	\$116
Enlisted	733	251	184	737	250	184	737	250	184
TOTAL	1,196	\$251	\$300	1,200	\$250	\$300	1,200	\$250	\$300

* Includes one Vietnam MIA

(Amount in Thousands)

PROJECT: DEATH GRATUITIES	FY 1993 Actual	\$1,272
	FY 1994 Estimate	\$1,440
	FY 1995 Estimate	\$1,440

PART I - PURPOSE AND SCOPE

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991, which increased the payment of death gratuities from three thousand to six thousand dollars.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Fund requirements are based on the most recent mortality rates as applied against the programmed workyears of personnel and the statutory gratuity amount.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	36	\$6,000	\$216	40	6,000	\$240	40	6,000	\$240
Enlisted	176	6,000	1,056	200	6,000	\$1,200	200	6,000	\$1,200
TOTAL	212	\$6,000	\$1,272			\$1,440			\$1,440

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

	FY 1993 Actual	\$110,681
	FY 1994 Estimate	\$68,640
	FY 1995 Estimate	\$84,063

PART I - PURPOSE AND SCOPE

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces where upon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY 1984 the Department of Labor (DoL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984, the Department of Defense (DoD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DoD into a Treasury account entitled "Federal Employees Compensation Account." In FY 1991, passage of P.L. 102-164 changed benefits, starting in FY 1992, from thirteen weeks after a four week waiting period to twenty-six weeks with a one week waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor and Department of Defense historical experience.

	FY 1993 Actual	\$110,681	FY 1994 Estimate	\$68,640	FY 1995 Estimate	\$84,063
TOTAL						

(Amount in Thousands)

PROJECT: SURVIVOR BENEFITS

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
	\$9,930	\$8,500	\$9,000

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Air Force military personnel. These benefits were withdrawn under Public Law 97-35, which terminated the "mother's" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by Section 943 of the DoD Authorization Act, FY 1984, P.L. 98-94, 97 Stat. 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Veterans Administration.

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
TOTAL	\$9,930	\$8,500	\$9,000

(Amount in Thousands)

PROJECT: ADOPTION REIMBURSEMENT PROGRAM

	FY 1993 Actual	\$736
	FY 1994 Estimate	\$800
	FY 1995 Estimate	\$800

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The test program was to be terminated after FY 1992, but the National Defense Authorization Act for Fiscal Years 1992 and 1993 (Sec. 651) extended the program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private agency fees; legal fees; medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OASD(P&R).

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
Officer	\$309	\$336	\$336
Enlisted	427	464	464
TOTAL	\$736	\$800	\$800

(Amount in Thousands)

PROJECT: ALL VOLUNTEER EDUCATIONAL ASSISTANCE PROGRAM (MONTGOMERY GI BILL)

	FY 1993 Actual	\$0
	FY 1994 Estimate	\$100
	FY 1995 Estimate	\$6,350

PART I - PURPOSE AND SCOPE

Public Law 101-510 dated November 5, 1990 allows Service members who are involuntary separated to enroll in the Montgomery GI Bill. The FY 1993 Defense Authorization Act allows members exercising the VS/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most Military members who are receiving VS/SSB entered the Service when VEAP was in effect. Beginning in July 1985, the All Volunteer Educational Assistance Program, known as the Montgomery GI Bill, became effective and no new enrollments were accepted into VEAP.

The Services are now required to make additional contributions to the DoD Educational Benefits Fund. Payments into the fund for involuntary separates will be required in Fiscal Year 1994; payment for VS/SSB recipients will be required in Fiscal Year 1995.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on projected payments into the Montgomery GI Bill:

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
Officer	\$0	\$33	\$825
Enlisted	0	67	5,525
TOTAL		\$100	\$6,350

(Amount in Thousands)

PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS

	FY 1993 Actual	\$194
	FY 1994 Estimate	\$200
	FY 1995 Estimate	\$200

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, dependents of a member who dies in the line of duty, and whose dependents are not occupying a housing facility under the jurisdiction of a uniformed service on the date of the member's death or are occupying such housing on a rental basis on such date, or whose dependents vacate such housing sooner than 90 days after the date of the member's death, are paid the same amount of allowance for quarters that would be payable to the member had they not died. The payment terminates 90 days after the date of the member's death.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
Officer	\$156	\$160	\$160
Enlisted	38	40	40
TOTAL	\$194	\$200	\$200

SECTION 5

SPECIAL ANALYSIS

SECTION 5
DEPARTMENT OF THE AIR FORCE
MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

<u>ASSIGNED OUTSIDE DOD</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
Nonreimbursable Personnel:									
Exec Office of the President	7	9	16	5	8	13	6	8	14
Vice President's Office	2	4	6	3	4	7	3	4	7
State Department	10	0	10	8	0	8	9	0	9
Energy Department	7	0	7	9	0	9	10	0	10
National Oceanic & Atm Admin	4	0	4	4	0	4	5	0	5
U.N. Truce Supervision Agency	8	0	8	0	0	0	0	0	0
Drug Enforcement Administration	1	8	9	1	5	6	1	5	6
Immigration & Naturalization Svc	3	5	8	5	3	8	7	3	10
US Coast Guard	1	2	3	1	2	3	4	2	6
US Customs Svc	0	10	10	0	5	5	0	3	3
National Security Council	1	0	1	2	0	2	2	0	2
Central Intelligence Agency	2	0	2	2	0	2	0	0	0
UN Iraqi/Kuwait Observation Mission	2	0	2	2	0	2	2	0	2
United Nations - Somalia	4	0	4	3	0	3	3	0	3
UN Mission for Referendum in W Sahara (MINURSO)	5	0	5	0	0	0	0	0	0
Office of National Drug Control Policy	0	0	0	0	0	0	2	0	2
Office of Science & Technical Policy	0	0	0	0	0	0	1	0	1
SUBTOTAL - Nonreimbursable Personnel	57	38	95	45	27	72	55	25	80
Reimbursable Personnel:									
National Space Council	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	8	1	9	10	1	11	14	1	15
State Department	1	0	1	2	0	2	2	0	2
Arms Cntrl and Disarm't Agency	11	0	11	10	0	10	12	0	12
Dept of Transportation	21	1	22	17	1	18	22	1	23
NASA	2	0	2	2	0	2	2	0	2
TOTAL OUTSIDE DOD	101	40	141	90	29	119	111	27	138

SECTION 5
DEPARTMENT OF THE AIR FORCE
MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS:									
NASA	2	13	15	2	13	15	2	13	15
Foreign Military Sales	369	648	1,017	411	682	1,093	426	576	1,002
SUBTOTAL - Non-DOD Functions	371	661	1,032	413	695	1,108	428	589	1,017
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS:									
Defense Business Operations Fund (DBOF)	165	172	337	188	142	330	188	142	330
Depot Maintenance Industrial Fund (DMIF)	2,801	19,123	21,924	1,870	16,749	18,619	1,739	15,658	17,397
Airlift Transportation (DBOF-T)	59	0	59	72	1	73	53	1	54
Air Force Stock Fund (AFSF)	120	41	161	160	55	215	160	55	215
Defense Logistics Agency (DLA)	6	0	6	8	0	8	21	237	258
Defense Commissary Agency (DeCa)	44	1,343	1,387	50	994	1,044	44	921	965
Defense Finance & Accounting Service (DFAS)	17	2	19	21	5	26	21	5	26
Military Traffic Management Command (MTMC)	12	45	57	94	493	587	69	285	354
Defense Information Systems Agency (DISA)	0	34	34	0	0	0	0	0	0
Defense Printing Service (DPS)	0	0	0	4,267	22,909	27,176	0	0	0
Air Mobility Command (AMC)	3,224	20,760	23,984	6,730	41,348	48,078	2,295	17,304	19,599
TOTAL REIMBURSABLE PROGRAM									
TOTAL - Reimbursable	3,639	21,423	25,062	7,188	42,045	49,233	2,779	17,895	20,674
TOTAL - Nonreimbursable	57	38	95	45	27	72	55	25	80
GRAND TOTAL	3,696	21,461	25,157	7,233	42,072	49,305	2,834	17,920	20,754
		139							

REIMBURSABLE PROGRAM
DEPARTMENT OF THE AIR FORCE

	<u>FY 1993 Actual</u>	<u>FY 1994 Estimate</u>	<u>FY 1995 Estimate</u>
MEDICAL (Officers & Enlisted)	\$6,461	\$6,764	\$7,082
FOREIGN MILITARY SALES (NON-STRENGTH) (Officers & Enlisted)	\$23,239	\$24,146	\$25,281
OTHER NON-STRENGTH (Officers & Enlisted)			
Surcharge, Misc.	\$3,947	\$4,132	\$4,327
STRENGTH RELATED			
Officer – Basic Pay	\$160,205	\$348,745	\$90,777
– Other Pay and Allowances	78,161	158,176	45,793
Enlisted – Basic Pay	431,876	811,999	242,842
– Other Pay and Allowances	148,461	272,663	85,973
Retired Pay Accrual (Officers & Enlisted)	227,765	430,483	131,460
PCS Travel	49,454	107,280	31,924
SUBTOTAL - STRENGTH RELATED (Officers & Enlisted)	\$1,095,922	\$2,129,346	\$628,769
TOTAL PROGRAM	\$1,129,569	\$2,164,388	\$665,459